ARUBA Esso NEWS

Lago Oil & Transport Co., Ltd.

Aruba, Netherlands Antilles

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G.M. Nicholson appointed Manpower Planning & Recruiting Coordinator

George Nicholson

A new position Manpower Planning & Recruiting Coordinator has been established in the Employee Relations Department and G M Nicholson formerly in Technical Department has been named to this position

A known fact about Lago is that a large proportion of our workforce (over 40%) were hired in the mid-1940's and will be approaching retirement sometime within the next ten years. One of the most critical challenges to Lago is to manage this attrition of our experienced workforce without a loss of operating efficiency.
George's duties will be to coordinate all manpower planning for Lago and to develop programs needed to successfully manage the forth-coming manpower transition

Factors to be considered in planning for the future are the needs of the Lago refinery in the years ahead, for instance

What type of refinery will it be and what type of people will be needed to operate it

What resources will be available from the educational system, what programs of study will they have received and how compatible are these programs with Lago's needs

What is the likelihood of meeting Lago's needs from this pool of new talent given alternative employment opportunities that may exist on Aruba in the decade ahead

Anticipating this transition in both the MPT and the wage ranks and recognizing the need for lead time to train new employees, a number of steps have already been taken

Lago staff on several occasions conducted information sessions for students and faculty at the Colegio Arubano. These sessions will be expanded to include other schools in the near future

A summer employment program for university students about to enter their third and fourth year in Lago-related disciplines was introduced in 1981. This gives Lago and the student an opportunity to get to know the challenges of working for a large, progressive company

Lago continues to participate in the co-op programs for engineering students and this participation will be expanded.

The Lago Educational Assistance Program (LEAP) was reinstituted at Lago to permit qualified employees to seek university degrees. We now have 5 employees on this program

Campus recruiting has been intensified and special interview teams have been sent to the U S , Curaçao and Holland to recruit for Lago. In November, Messrs G M Nicholson and J M Lacle interviewed in Holland and the U S A a total of 35 Antillean students studying there

Our aim is to hire about 15 to 20 Antillean college graduates and about 50 to 70 wage employees per year over the coming years. Additonal actions will be taken as needed to assure Lago of a trained and effective workforce to meet the business challenges that lie ahead

Oil Movements & Shipping Automation Task Force

Desde su aprobacion mas cu 12 anja pasa e systema di maneho y control central di Oil Movements a cambia hopi y tabata tin un cantidad limita di projectonan pa su mehoransa general. Algun partinan importante di e systema a jega awor na su fin y e operacionnan actualmente ta hopi diferente di esnan na cuminsamento di anjanan setenta

Reconociendo e defectonan di e systema existente, Gerencia di Lago a forma un "Task Force" na Juli 1981 cu mester a investiga profundamente e problemanan di e systema y propone mehoracionnan of cambionan pa cumpli cu e necesidadnan den futuro

Continua na pag 2

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NEWS

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Oil Movements & Shipping Automation Task Force

Since its commissioning more than 12 years ago the Lago Oil Movements centralized monitoring and control system has undergone many changes and has seen a number of limited upgrading projects Some major parts of the system are now coming to the end of their usefull lives and current operations are very different from those of the early seventies

Recognizing these shortcomings of the existing system, Lago Management formed a Task Force in July 1981 to probe in depth the problems of our system and to propose improvements/changes to meet the needs of the future

The members for the Task Force representing the three departments involved are Bernie Kalis of Process/O M & S, Tom Paddrik of Technical/P E D and Angel Rasmijn of Mechanical/I E M
The Task Force reports to Ken Brook - O M & S Division Superintendent - and a nine-member Management Steering Committee

Tom Paddrick, Ben Kalis and Angel Rasmijn checking a pump control panel.

Initially, the goal of the Task Force was simply to study and develop a plan to repair or replace defective "end elements" such as motor-operated valves, pump controls, automatic tank gauges, tank temperature sensors, etc However, after some research it became apparent that not only the "end elements" but also the telemetry system would have to be considered Also, it became clear that a good picture of O M & S operations for the next years would have to be drawn to provide a framework for the automation study

Thus, after a lot of considerations, the Task Force's scope was expanded First, a long range plan for O M & S operations would be developed and second, an automation system design would be developed incorporating both parts of the existing system and new equipment

Continued on page 8

Oil Movements & Shipping . . .

Continua di pag 1

E miembronan di e Task Force cu ta representa e tres departamentonan concerni ta Bernie Kalis di Process/O M & S, Tom Paddrik di Technical/P E D y Angel Rasmijn di Mechanical/I E M E Task Force ta reporta na Ken Brook, Division Superintendent di O M & S y e Management Steering Committee cu ta consisti di nuebe persona

Na principio e meta di e Task Force tabata simplemente pa studia y desaroya un plan pa drecha of reemplaza e end elements" cu ta danja manera e motor-operated valvenan controlnan di pompnan, automatic tank gauges tank temperature sensors, etc Dešpues di algun investigacion a bin sali na cla, cu no solamente e telemetry system mester a wordo tuma na consideracion Tambe a sali na cla cu mester hanja bon idea con e operacionnan di O M & S lo bira durante diez anjanan venidero pa asina forma un base pa estudio riba automatisacion

Asina ta cu despues di varios consideracionnan e tareanan di trabow di Task Force a wordo amplia Na prome lugar un plan pa largo plazo lo wordo dearoya y na di dos lugar un disenjo pa e systema di automatisacion lo wordo desaroya incluyendo tur dos partinan, e systema existente y e equiponan nobo

Algun di e cambionan di operacion cu ta wordo considera ta inclui
1) "Custody Transfer by turbine meter'
2) "In-line blending"
3) "Accurate tank gauging
4) Reduccion y redistribucion di motor operators pa valvenan

Na fin di Februari 1982 un resumen lo wordo presenta cu ta describi e plannan pa futuro pa operacion di O M & S incluyendo tur e cambionan proponi cu nan beneficionan pa Lago Algun di e mehoracionnan aki ya a wordo añadi na e presupuesto di Projectonan Proponi pa 1982

Cu e uso di e base aki pa operacionnan den futuro e Task Force lo aplica su mes na e necesidadnan di hardware pa automatisacion den futuro Preguntanan cu ainda mester wordo contesta ta
1) Con e systema di telemetry (mini-computer y wiring) mester wordo drecha of e mester wordo cambia?
2) Kiko ta e miho " motor operator ' pa valvenan na Lago?
3) Ki grado di confiabilidad ta necesario

E Task Force lo bishita otro refinerianan di Exxon na Estados Unidos y Europa pa hanja sa e ventahanan y desventahanan di e systemanan di O M & S

Na Mei 1982 un resumen final cu tur e trabao consolida lo wordo presenta

Implementacion di e projecto lo bin probablemente den varios parti di 1983 te na 1986 E objectivo general ta pa instala un systema di automatisacion den Oil Movements cu lo permiti nos opera eficazmente den e decada venidero

** Service Milestones **

Nibio Croes
40 years

Euloterio Donata
40 years

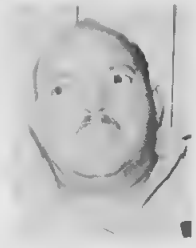
Matias M. Geerman
40 years

Jantje Werleman
40 years

William Philips
40 years

Melecio Briesen
30 years

Caspar N. Kock
30 years



Reginald V. Henriquez
30 years

Guillermo Tromp
30 years

Ildo Donata
30 years

Johan G. Richardson
30 years

Promotions * Promocionnan

Francis Dduber
Laboratory Technician
Technical Department

Slaus Lejuez
Zone Supervisor
Mechanical Department

Johan Vrieswijk
Engineering Technician
Technical Department

Marcolino Croes
Process Technician
Process Department

Frederick Brooks
Security Captain
Industrial Security

Cynthia A. Browne
Accountant
Controller's Department

Highlights CLEAR 1981

H.D.S. employees stowing away trash where it belongs: in the barrel and the bucket.

During 1981, CLEAR (Clean Lago Environs Aruba) has continued to organize, coordinate and steward an action program to increase the general appearance of the refinery

The program rests on three pillars

1 Operation Facelift Beautification, painting, weedkilling, and other projects, demonstrating Mangement's commitment and contribution to a better looking Lago. In 1981, a painting program was started aiming at units, buildings, pipebanks, curbing and railing. As part of this program, CLEAR has tackled the major tratfic routes the main refinery road from Gate no 1 to Gate no 3, and the north refinery road, during January and June All curbs and rails, buildings and walls, tanks, piping and other structures along these roads were painted These actions will continue twice a year in 1982 and onwards to keep up the good looks All substations and buildings such as the Lab, ROC, Mechanical Office Building, GOB, OMCC, Lunchshelters, etc were painted In 1982 the Mechanical Shops and Storehouse building will be painted Many open areas in the refinery have been leveled and paved e g the Hydrogen plants areas A start was made in 1981 on a long term weedkilling program to remove weeds and control their re-growth A major undertaking last year was the repaving of the main refinery road from Gate no 2 to Gate no 3 and construction ot new curbing along the road

2 Training class-room sessions were conducted by CLEAR Administrator, Nelo Emerencia, to exchange ideas and views concerning the CLEAR program, and to encourage employees to sustain good housekeeping practices Employees have reacted very positively to the CLEAR program and have made valuable contribution to it

A video tape with shots at Lago to help in recognizing untidy situations is being developed and will be used in training sessions

3 Internal Efforts Our CLEAR motto is "maintain-as-you-go" This is how every employee can contribute to our goal to have a clean and goodlooking Lago refinery all the time To do this each employee must personally assume the responsibility to keep his area clean stop leaving trash behind, remove items such as rags, paperbags, bolts, nuts, etc

Cleaning up Utilities area; featuring Powerhouse personnel and acting CLEAR representative Jossy Croes.

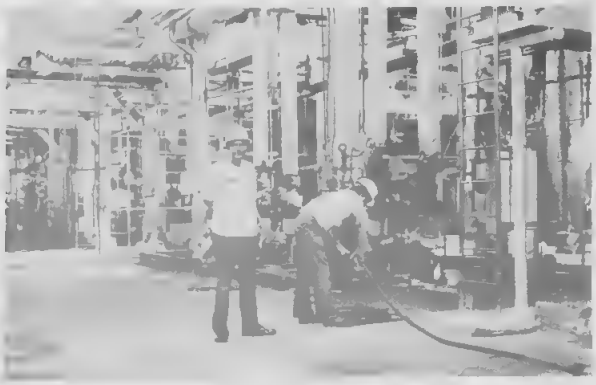
O.M.S. Div. Superintendent Ken Brook cleaning up his tankfarm.

Housekeeping is not someone else's responsibility, it is each person's responsibility! This is the most important pillar of the CLEAR program In 1981, our employees have demonstrated their willingness to clean up their areas In January, June and December, all 4 Process Department Divisions organized massive clean-up programs involving all Process and Mechanical personnel working in these areas

The participation and enthusiasm of everybody were great The units now are considerably cleaner than in the past The challenge is to keep them clean at all times that is the standard

1981 has been a year of accomplishment We made a step forward, but now we cannot stand still Operation Facelift just launched the January 1982 CLEAR Action painting again piping, curbing, railing etc along the Main Refinery Road But Operation Facelift alone cannot assure further progress As stated above, the most important contribution is to be made by YOU by cleaning up your area and by "maintaining-as-you-go" Together, we will get a clean and good-looking Lago Refinery, and we deserve it

Puntonan saliente di CLEAR den 1981



Empleadonan di Fuels Division haciendo nan lugar di trabao limpi.

Caminda principal di refineria.

Durante 1981, CLEAR (Clear Lago Environs Aruba) a continua organisa, coordina y maneha un programa di accion pa mehora e apariencia general di e refineria

E programa ta funda riba 3 pilar

1 Operacion Mehoranza general Hacimento di lugarnan bunita, verfmento, mata yerba malo y otro projectonan cu ta demostra e dedicacion y contribucion di gerencia pa mehora e apariencia di Lago
Na 1981 un programa di verfmento a cuminsa na e unidadnan, edificionan, grupo di tuberia, aceranan y e tubonan di siguridad di caminda
Como parti di e programa aki CLEAR a traha ariba e camindanan grandi, e caminda principal di refineria di Porta 1 pa Porta 3 y e caminda parti Noord di refineria, durante Januari y Juni
Tur aceranan, tubonan di siguridad, edificionan y murayanan, tankinan, tubonan y otro structuranan na kanto di e caminda a wordo pinta
E accionnan aki lo continua dos biaha pa anja na 1982 y despues tambe pa mantene e bunita vista
Tur e substations y edificionan, manera Lab., ROC, Mechanical Office Building, G.O.B., O.M.C.C., lugarnan di come, etc a wordo geverf

Den 1982 e Mechanical Shops y e edificionan di Storehouse lo wordo geverf Basta areanan habri den e refineria a wordo haci pareu y asfalta, por ejemplo e areanan di Hydrogen Plants

Den 1981 a wordo cuminsa cu un programa na termino largo pa mata e yerba malo pa asina kita e yerba malo y controla pa nan no crece atrobe

E areanan di Hydrogen Plant a wordo haci pareuw y asfalta.

Un projecto grandi anja pasa, tabata e ponemento di un laag di asfalt riba e caminda principal di refineria cu ta core di Porta no 2 pa Porta no 3 y e construccion di un acera nobo canto di e caminda

2 Entrenamento Seshionan den klas a wordo conduci door di Clear Administrator - Nelo Emerencia pa intercambia ideanan y puntonan di vista concerniendo e programa di CLEAR y pa encurasha tur empleadonan pa mantene e lugar limpi
E empleadonan a reacciona masha positivo riba e programa di Clear y a haci contribucion valioso na e programa
Un video tape cu vistazos di Lago pa yuda reconoce e lugarnan desordena a wordo desaroya y lo wordo usa den seshionan di entrenamento

3 Esfuerzonan Interno. Nos dicho di Clear ta "Mantenshon sigun bo traha"
Di e manera aki cada empleado por contribui na nos meta pa tin un refineria limpi y bunita henter ora
Pa hasi esaki cada empleado mester asumi personalmente e responsabilidad pa tene su lugar limpi. Stop di laga sushi atras, benta afo cosnan manera panja sushi, saco di papel, boutnan y moernan

Limpieza no ta responsabilidad di otro hende e ta responsabilidad di cada persona
Esaki ta e pilar di mas importante di e programa di Clear
Den 1981 nos empleadonan a demostra nan voluntad pa hasi nan areanan limpi.
Na Januari, Juni y December tur e 4 divisionan di Process Department a organisa programanan di limpieza cu a envolvi tur e personal di Process y Mechanical cu ta traha den e areanan aki
E participacion y entusiasmo di tur hende tabata grandi
E unidadnan awor ta considerablemente mas limpi cu den pasado
E desafio ta pa mantene nan limpi henter ora, esei ta e standard

1981 tabata un anja exitoso.
Nos a progresa, awor nos no por keda para Operation Facelift a caba di lansa e accion di Clear di Januari 1982 pintando atrobe, e tubonan, aceranan, tubonan di seguridad kanto di caminda principal di refineria.
Pero Operation Facelift so no por segura un futuro progreso
Manera nos a bisa caba, e contribucion mas importante ta esun dibo, si bo haci bo lugar di trabao limpi y mantene segun bo traha
Conjuntamente nos lo hanja un refineria di Lago limpi y bunita

Dealing with High Blood Pressure

A growing number of people know that high blood pressure leads to strokes and kidney failure
The dangers of high blood pressure are better known But some people still have the wrong ideas about this common illness Some people confuse high blood pressure "control" with a cure. There is no cure for high blood pressure To keep it under control, doctors usually use medication to bring down the pressure People with high blood pressure can bring their pressure into the normal range if they follow their doctor's advice and take medicine every day If they stop taking their pills, however, their blood pressure will go up again

Another wrong idea about high blood pressure is that it only affects nervous and tense people The medical term for high blood pressure is "hypertension" So some people wrongly assume that only anxious or tense people have high pressure, while calm and relaxed people have low or normal pressure This isn't true High blood pressure can affect anyone It is a physical condition in which the heart and blood vessels are strained by blood pumping with too much force through the body Lawyers, housewives, employees, executives, students, nurses - anyone can have high blood pressure

Some people think a headache, dizziness, or feeling bad are telltale signs that blood pressure is up These, too, are wrong High blood pressure has no symptoms In fact, you can feel fine even though your blood pressure is high. Or, you can have a headache when your pressure is normal
That's why those with high blood pressure should take medicine each day at prescribed times The medicine must be taken as prescribed for it to lower your pressure Ask your doctor what to do if you miss a dose Make sure your prescription doesn't run out You should treat your high blood pressure every day, regardless of how you "feel"

In addition to medicine, doctors sometimes tell their blood pressure patients to watch their weight, cut down on salt, exercise more, and stop smoking Some people think they can choose either to take the medicine or to follow the other advice This isn't usually true The advice is meant to be followed in addition to taking medication The two types of therapies go together If you watch your weight, cut down on salt, exercise more, and do other things your doctor suggests, it will help the medication to work better As a possible result, you may need to take less medicine

Doing the things your doctor has advised to bring your blood pressure down - and keep it there for the rest of your life - will call for making some changes in your life It will not be easy at first Don't try to do it alone Ask your family and friends to help you

HBS is often a family affair
Doctors have found that high blood pressure runs in families There is a chance of more than one member of a family may have hypertension So if family members learn early on to watch weight, use less salt, more exercise, and learn how to deal with high blood pressure, they will avoid future problems They will be helped as they help you deal with your blood pressure

Continues on page 7

Tratando cu Presion Halto di Sanger

Un cantidad creciente di hende sa cu presion halto di sanger ta causa atakenan cerebral y fayo di nierna
E peligronan di presion halto di sanger ta mihor conoci Pero ainda tin hende cu tin ideanan equivoca tocante e enfermedad comun aki Tin hende ta confundi "control" di presion halto di sanger cu un cura No tin cura pa presion halto di sanger Pa mantenele bao di control, e dokternan normalmente ta duna remedi pa baha e presion Personanan cu presion halto di sanger por haci nan presion bira normal atrobe si nan sigi e conseho di nan dokter y bebe remedi tur dia Si bo stop di bebe remedi bo presion lo subi atrobe

Un otro idea equivoca riba presion halto di sanger ta cu e ta afecta solamente hendenan nervioso y tenso E terminologia medico pa presion halto di sanger ta "Hypertension' Asina ta cu tin hende cu equivocadamente ta asumi, cu solamente hende nervioso y tenso tin presion halto, mientras cu hende calmo y relaha tin presion abao of normal Esaki no ta berdad Presion halto di sanger por afecta tur hende E ta un condicion fisico unda e adernan di curazon y sanger ta wordo forza door di sanger cu ta wordo gepomp cu demasiado forza door di e curpa

Abogadonan, amanan di cas, empleadonan ehecutivonan studiantenan, verpleegsternan, tur hende por hanja presion halto di sanger

Tin hende cu ta pensa cu dolor di cabez, biramento di cabez of sinti malo ta señalnan cu ta spiertabo cu bo presion di sanger ta halto Esaki tampoco no ta correcto Presion halto di sanger no tin sintomanan En efecto, bo por sintibo bon aunke bo presion di sanger ta halto Of, bo por tin dolor di cabez ora bo presion ta normal Pesei esnan cu presion halto mester tuma nan remedi cada dia na e oranan prescribi E remedinan mester wordo tuma manera prescribi pa e baha bo presion Puntra bo dokter kiko bo tin di haci si bo lubida di bebe un dosis Wak pa bo remedi prescribi no caba Bo mester trata bo presion tur dia, no ta importa con bo ta sinti

Ademas di remedi, dokter ta bisa nan pacientenan di presion halto pa cuida nan peso, rebaha uso di salo, haci mas ehercisio y stop di huma Tin hende cu ta pensa cu nan por escoge entre tuma e remedi of sigi e otro conseho Esaki no ta berdad E idea ta pa sigi e conseho hunto cu tumamento di remedi E dos tipo di terapianan aki ta bai hunto Si bo cuida bo peso, rebaha e cantidad di salo, haci ehercisio y haci otro cosnan cu bo dokter sugeribo e remedi lo tin mihor efecto Un posibel resultado ta cu e ora ey bo mester di menos remedi

Haci e cosnan cu bo dokter a consehabo pa baha bo presion di sanger y tenele asina pa e resto di bo bida lo trece cunele algun cambionan den bo bida Esaki lo no ta facil na cuminsamento No purba di haciele bo so Pidi bo familia y amigonan pa yudabo

Presion halto di sanger ta hopi biaha un caso di familia Dokternan a descubri cu presion halto ta algo cu ta anda den familia Tin un chance cu mas cu un miembro di un familia por tin hypertension Asina ta cu si e miembronan di familia sinja tempran pa cuida nan peso, usa poco salo, haci mas ehercisio

Continua na pag 7

Christmas Party for Management Members Held at Esso Club Dec.19

Eugene Hassell selecting cakes at the pastry table. In the background Edna Farro and Lucas Bergen.

A group ot Process - Oil Movements employees posing tor our photographer.

Another view of the tood table. In the toreground carving ot the ham and roastbeet by the chet.
In the background Luis Anjie selecting his snacks.

Employees anxiously waiting for their names to be called as winners ot Christmas baskets.

Elias Fingal announcing the winners ot Christmas baskets.

Henry Abma receiving his Christmas basket from Agrepino Maduro.

High Blood Pressure . . . *continued from page 6*

Involve your family members in helping you One family member might be asked to remind you about daily medication Other family members can help by reminding you about pill refills, doctor visits, and seeking help from other health workers such as educators, nutritionists, or dietitians

You - and your family - may need to learn about diet changes It will help a lot in asking your family to make changes if they understand why they are important

Cutting down on salt, high-calorie foods, and food amounts, shopping wisely for foods low in sodium or calories and using spices rather than salt or those that are high in sodium can be worthwhile when the family does these together

Your family also can help you get more exercise, such as walks, bike riding, swimming, etc

Friends can help, too Changes your doctor asked you to make - such as to reduce weight, cut down eating salt, exercise more, or smoke less and drink less alcohol - affect activities often done among friends A friend can help you stick to your doctor's advise

But again, you are the one yourself that is responsible for your health Therefore, you have got to decide to
1) take your prescribed medication
2) reduce your weight if so advised
3) stop smoking
4) reduce alcohol consumption, better yet, do not drink alcohol at all

Presion Halto . . . *continua for di pag 6*

y sinja con ta cuida presion halto, nan lo tin beneficio di dje y evita problemanan den futuro
Nan lo worde yuda, mescos cu nan ta yudabo baha presion di sanger

Laga bo miembronan di familia yudabo Por ta bo por pidi un miembro di bo famia pa recordabo bebe bo remedi diariamente Otro miembronan di familia tambe por yudabo door di cordabo busca pildoranan di nobo, cu bishita di dokter y pa busca ayudo di trahadornan den tereno di salubridad, manera educadornan, nutricionistanan of dietistanan

Abo y bo familia lo mester sinja tocante cambio di dietanan Esaki lo yuda hopi si bo pidi bo familia pa haci e cambionan ora cu esaki ta importante

Rebaha cantidad di salo, cuminda halto den caloria y cantidad di cuminda, cumpra cuminda cu tin poco sodium of calorianan y usa specerei en vez di salo o esnan cu tin hopi sodium por wordo usa si henter e familia haci esaki hunto Bo familia tambe por yuda bo haci ehercicio, manera cana, core bicicleta, landa

Amigonan por yuda tambe Cambionan cu bo dokter pidi pa haci manera rebaha e cantidad di salo, haci mas ehercicio of huma menos y bebe menos alcohol, lo afecta actividadnan cu entre amigonan ta wordo haci Un amigo por yudabo sigi e consehonan di bo dokter

Pero atrobe, ta abo ta esun cu ta responsabel pa bo salud. Pesei ta abo mester dicidi pa
1) tuma bo remedi prescribi
2) rebaha bo peso si esaki wordo conseha
3) stop di huma
4) rebaha cantidad di alcohol of mihor atrobe no bebe alcohol mes mas

G.M. Nicholson nombra Manpower Planning & Recruiting Coordinator

Un posicion nobo "Manpower Planning & Recruiting Coordinator" a wordo estableci den Employee Relations Department y G M Nicholson cu antes tabata den Technical Department a wordo nombra den e posicion aki

Un hecho conoci di Lago ta cu un gran cantidad di su empleadonan, (mas cu 40%) a wordo emplea den e anjanan 1945-50 y nan lo bai cu pension dentro di diez anja
Un di e desafionan mas critico pa Lago ta pa maneha e baimento cu pension di empleadonan cu experiencia aki sin perde e eficiencia di operacion George su tarea ta pa coordina e planificacion di personal pa Lago y pa desaroya programanan cu ta necesario pa maneha exitosamente e cambionan den futuro di empleadonan

Factornan cu mester wordo considera den e planificacion pa futuro ta e necesidadnan di e refineria di Lago den e anjanan cu ta bini, por ehempel

Ki tipo di refineria e lo bira y ki sorto di empleadonan lo e mester pa su operacion

Ki posibilidadnan e sistema educacional por ofrece, ki programanan di studio e empleadonan lo a hanja y con e programanan aki lo por cumpli cu e necesidadnan di Lago

Finalmente kiko ta e probabilidad cu e agrupacion di e talentonan nobo aki lo cumpli cu e necesidadnan di Lago tumando na consideracion e otro alternativanan di empleo cu por tini na Aruba den e decada venidero

Anticipando e cambionan aki tanto den rangonan di MPT como den empleadonan cubri pa contrato y reconociendo e necesidad di tempo suficiente pa por entrena empleadonan nobo un cantidad di medidanan a wordo tuma caba

E staff di Lago na varios ocasionnan a conduci sesionnan di informacion pa studiantenan di Colegio Arubano E sesionnan aki lo wordo extendi y lo inclui otro schoolnan tambe den futuro cercano

Un programa di verano pa emplea studiantenan di Universidad cu ta drentando nan tercer y cuarto anja di studio, den estudionan cu ta di interes pa Lago a wordo introduci den 1981 Esaki ta duna Lago y e studiante un oportunidad pa conoce e desafionan di traha pa un compania grandi y progresivo

Lago ta continua participando den programanan di cooperacion pa studiantenan di ingenieria y e participacion aki lo wordo extendi

E programa di asistencia educacional di Lago (LEAP) a worde reinstitucionalisa na Lago, pa duna empleadonan qualifica oportunidad pa obtene un grado universitario Awor nos tin 5 empleado ta studiando cu e programa aki

E buscamento di futuro empleadonan bao di esnan cu ainda ta studiando na Universidad a worde intensifica y teamnan special a bai pa Estados Unidos, Curaçao y Hulanda pa busca empleadonan pa Lago Na November, G M Nicholson y J M Lacle a entrevista na Hulanda y na Estados Unidos un cantidad di 35 Antiyanonan cu ta studiando eynan

Nos proposito ta pa emplea 15 pa 20 Antiyanonan gradua den e anjanan venidero y mas o menos 50 pa 70 empleado cubri pa contrato pa anja den e anjanan cu ta bini Medidanan adicional lo ser tuma pa asegura cu Lago lo tini empleadonan entrena y eficaz cu por cumpli cu e desafionan di negoshi den futuro

Nicomedes Panneflek and Raimundo Barros accept assignments in U.S.A. and Venezuela

N. Panneflek & wife

R. Barros & family

On January 8, 1982, Nicomedes Panneflek, Acting Mechanical Supervisor left for Venezuela where he will assume a 12-month assignment with Exxon Services in Amuay Nicomedes will assist in the start-up of a large refinery expansion project at the Amauy Refinery Nicomedes is accompanied by his wife Anna
Raimundo P (Rei) Barros began an assignment with Exxon Research and Engineering Company in Florham Park, New Jersey on January 18, 1982 In his new assignment he is Lago's representative on the Lago Facilities Options study team

Accompanying him on this extended assignment are his wife Utahna and two children

Oil Movements & Shipping . . . *Continued from page 2*

Some of the changes to operations that are under consideration include
1) Custody Transfer by turbine meter
2) In-line blending
3) Accurate tank gauging
4) Reduction and redistribution of motor operators for valves (MOV's)

By the end of February 1982, a report will be presented outlining the future plans for O M & S operation including all the proposed changes with their associated benefits to Lago Some of these improvements have already been added to the 1982 Proposed Project Budget

Using this basis for future operations, the Task Force will address the hardware needs for future automation Questions such as the following still need to be answered
1) How should the telemetry system (mini-computer and wiring) be repaired or does it have to be replaced?
2) What is the best motor operator for valves at Lago?
3) What degree of reliability is necessary?

The Task Force will visit other Exxon refineries in the U S A and Europe to gain an understanding of the good and the bad features in their O M & S systems

In May 1982, a final report consolidating all work will be presented

Implementation of the project will probably come in many phases from 1983 to 1986 The over-all objective is to put in place an O M & S Automation system that will permit us to operate effectively in the next decade

ARUBA Esso NEWS

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aruba carnival

Lago Vice President Norman Schuld Honored at Farewell Party January 28

Lago President Gerry Golden addressing management members at Mr. Schuld's farewell party

M.P.T. Group of Lago personnell listening to Mr. Golden's speech

Mr. Schuld reminisces about his years at Lago and expresses his satisfaction for having been part of the organization and wishes all the employees the best in the future.

Norman Schuld gives a farewell kiss to his faithful secretary Mrs. Iola Tjin Tham Sjin.

Mr. Schuld in conversation with J. Noguera and E. Fingal of Employee Relations Dept.

Norman Schuld exchanges ideas with Mike Landaiche of Mechanical Department.

Norman G. Schuld named Manager Industry Outlook and Energy Policy in Exxon, New York

Norman G. Schuld, Director and Vice President of Lago has been named Manager Industry Outlook and Energy Policy in Exxon's Corporation Corporate Planning Department.

Mr Schuld began his new assignment in New York on February 1, 1982

Before coming to Lago on September 1, 1980, he was General Manager of Esso Standard Oil S A , Ltd , Puerto Rico Division

As a result of Mr Schuld's new assignment the primary responsibilities for Lago's organizational units were realigned as follows

Mr G E Golden·
- Controller's Department
- Employee Relations Department
- Industrial Security
- Legal
- Medical Department
- P.R /Marketing Department
- School

Mr P. Nord.
- Mechanical Department
- Process Department
- Special Projects Department
- Technical Department

Mr S R Bengtson·
- Supply Department
- Long Range Planning Department

Norman Schuld nombra Manager Industry Outlook and Energy Policy na Exxon, New York

Norman G Schuld, Director y Vice-President di Lago a wordo nombra Manager Industry Outlook and Energy Policy in Exxon Corporation Corporate Planning Department

E a cuminsa su asignacion nobo na New York dia prome di february, 1982

Prome cu e a bini Lago na September 1980 Sr Schuld tabata General Manager di Esso Standard Oil S A , Ltd , Puerto Rico Division.

Como resultado di e asignacion nobo di Sr Schuld responsabilidad primaria pa e unidadnan organisatorio di Lago a wordo asigna di nobo manera ta sigi

Sr. G E Golden
- Controller's Department
- Employee Relations Department
- Industrial Security
- Legal
- Medical Department
- P R Marketing Department
- Schools

Sr P Nord
- Mechanical Department
- Process Department
- Special Process Department
- Technical Department

Sr S R Bengtson·
- Supply Department
- Longe Range Planning Department

First Aruban Dive Rescue Specialists Trained at Lago

The four trainees, Garcia, Peters, Leito and Marchena together with their instructors Russell and Wenger ready to jump into the sea.

From February 15-26 Charles Russell and Doug Wenger, dive rescue specialists and instructors at the Louisiana State University's Firemen Training Program, conducted a specialized Water/Dive Rescue Training Program at Lago. It was the first program of this type to be conducted in the Netherlands Antilles

Andres Garcia and Hendrik Peters from the Mechanical Department and Ronald Leito and Marciano Marchena from the Industrial Security Department underwent this intensive training and are now fully equipped to respond to any drowning incidents They are now certified scuba divers, possess a Dive Rescue Specialist Certificate I and are members of the International Association of Dive Rescue Specialists based in Colorado, U S A

For two weeks, Messrs Garcia, Peters, Leito and Marchena had to undergo training of 12 to 17 hours daily. During the first week they successfully completed an advanced open water diving course The second phase included underwater accident scene response, underwater crime scene investigation and other subjects as part of the Dive Rescue I course. The students had to train at diving sites with unfavorable conditions, and had to overcome many obstacles rough water, darkness (they dived late at night) and other unforeseen circumstances

"We try to give them the same circumstances they could encounter in a real situation This isn't sport diving where you yourself decide where and when to go diving You have to go where the victim is in order to rescue him, and that could be in a hazardous environment
However, we also teach them "risk-benefit", this means they have to evaluate the scene and determine what the risks are

The students must have great personal motivation and be in a good physical condition in order to take part in this training", the instructors said

"What is most important in our training are the techniques we use underwater We have special equipment and techniques to locate the victim and we teach our students how to use them efficiently It might only take them three minutes in the water before they locate the person", said Charles and Doug They also stressed the need to teach their students the importance of reflex action
"You have to learn to react immediately under any circumstances underwater You should not think on what to do next, you should practice until it becomes a reflex
There is no time to waste We teach them how to take care of themselves, to survive while saving others"

Immediately after the victim is recovered, the resuscitation procedures begin "First, don't give up The "apparently" drowned victim may feel cold, with blue nails, dilated eyes, no detectable pulse or heartbeat and some stiffness However, that doesn't necessarily mean that the person is dead," they said. In the past, it was believed that a drowning victim would be dead after four minutes underwater However, the results of a research conducted more recently show that water below 70° F reduced the oxygen need of the tissues, which greatly reduced the blood supply to the various parts of the body while reserving the remaining blood oxygen for the brain ("mammalian diving reflex"). Because of this, the study concluded, a victim could stay longer underwater then expected and still remain alive
To show the importance of putting forth an effort to save the victim, Charles and Doug related an experience of a victim who stayed for 45 minutes underwater and was saved. This person recuperated without any signs of brain damage Another victim showed signs of life after being worked on for three hours "Most people are not aware of these facts, and therefore may consider the victim dead before he really is".

In case of a drowning incident, the following procedure should be followed.
1. Attempt to aid the victim in the water by whatever means available (floatable object, line, etc.). However, if a person is not properly trained in water rescue techniques, he is not recommended to enter the water to render aid.
2. If there are others in the area, designate someone else to notify Lago Security immediately (tel. 2222).
3. Remain at the scene to provide necessary information to Security and Rescue personnel.

Messrs Garcia, Peters, Leito and Marchena have been on the city pager system since last February 26 to ensure a 24-hour response capability The new skills of this team will hopefully not be needed, but if any emergency does arise Lago now has the capability to deal with it.

Prome Arubianonan Specialisa den Rescate den Awa Entrena na Lago

Dia 23 pa 27 di Februari, Srs Charles Russell y Doug Wenger, specialistanan den rescate den awa y instructornan den e Programa di Entrenamento pa Candela na Louisiana State University, a conduci un Programa especialisa den Entrenamento di Rescate den Awa na Lago Esaki tabata e prome programa di e sorto aki cu a tuma lugar na Antillas Holandes
Andres Garcia y Hendrik Peters di Mechanical Department hunto cu Ronald Leito y Marciano Marchena di Industrial Security Department a pasa e entrenamento intensivo aki y awor ta equipa pa acudi na tur caso cu ta envolvi hogamento

Nan a bira buceadornan diploma, nan tin un Certificado I di Specialista den Rescate den Awa y nan ta miembro di e Asociacion Internacional di Specialistanan den Rescate den Awa cu ta estableci na Colorado, U.S.A
Durante dos siman, Srs. Garcia, Peters, Leito y Marchena hopi biaha mester a entrena entre 12 - 17 ora pa dia Durante e prome siman nan a completa exitosamente un curso avansa di buceamento den laman E segundo fase, cual a tuma lugar den di dos siman, a inclui "reaccion den caso di accidente den awa", "investigacion den caso di crimen den awa" y otro topiconan como parti di e curso di Rescate den Awa I.
E studiantenan mester a entrena na lugarnan di buceamento cu condicionnan desfavorabel, y nan mester a vence hopi obstaculonan laman bruto, scuridad (nan tabata bucea anochi laat) y otro circumstancianan imprevisto "Nos ta purba di pone nan den e mesun circumstancianan cu nan lo por encontra den un situacion real. Esaki no ta buceamento como deporte na unda bo mes ta dicidi na unda y ki ora bo kier bai bucea Bo mester bai na unda e victima ta si bo kier salbele,

Ta continua riba pag 8

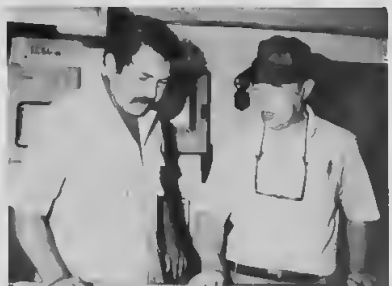
Seawise Giant moors at Reefberth

Seawise Giant entering Reefberth with the assistance of tugs, "Niemue", "Esso Oranjestad", "Esso San Nicolaas" and "Djogogo (Bonaire)".

The Seawise Giant, the world's largest tanker was moored on January 27, 1982 at Lago's Reefberth II

The 565 DWT Seawise Giant, built in Japan in 1979, has been enlarged into a tanker 1504 feet long, 225 feet wide and 97 feet deep This massive operation involved cutting the already huge tanker (420 000 DWT) into two and inserting a specially built midbody 81 45 feet long and boosting the size by over 140 000 DWT, itself the equivalent of a good-sized tanker

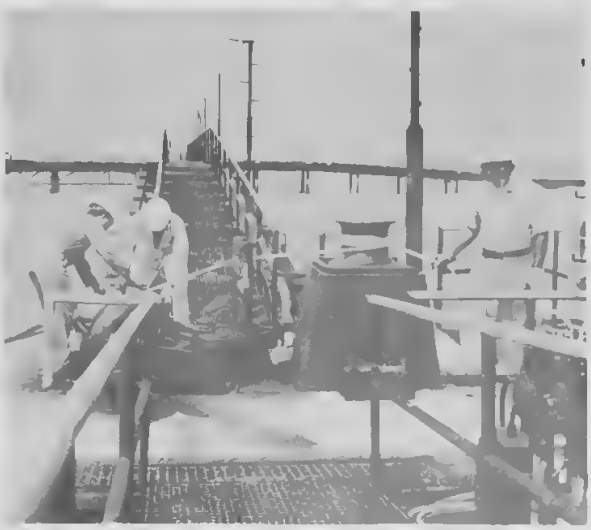
The Seawise Giant carries a crew of 36 and is highly automated. Its engine room can be operated with computer controlled and remote control equipment in operation, including a T V engine room monitor in the chief engineer's quarters.
There are 49 cargo oil tanks including two slop tanks Main navigation aids include Satellite System, Data Bridge and collision avoidance system A special feature on the deck is a massive box girder extending over the new midbody and beyond each end for additional strengthening
The welded joints down the sides of the hull where the midbody was joined to the fore and aft bodies are hardly noticeable.



Tinchi Semeleer and the Captain of Seawise Giant are checking the position of the ship prior to docking.

The big ship required special docking operations with the assistance of Lago's tugs: "Esso Oranjestad" captained by Bito Semeleer and "Esso San Nicolas" under command of Wiwi Maduro. Two leased tugs also assisted in this operation The Seawise Giant was piloted during docking by Tinchi Semeleer of Process - Oil Movements The Oil Movements Terminal personnel who assisted at Reefberth II were Piermaster Pedro Quant and a mobile gang Because of its length, the vessel required extra mooring, ten forward and ten aft

Its cargo of almost 4 million barrels was discharged in about 74 hours The average discharge rate was 54000 barrels per hour However during 12 hours the discharge rate peaked as high as 110,000 barrels per hour 9 shore tanks were provided to receive the Seawise Giant cargo Each tank with a total capacity of 530,000 barrels



Miembronan di e mobile gang ta marando Seawise Giant na Reefberth.

Seawise Giant a mara na Reefberth

Seawise Giant, e tankero mas grandi di mundo ta mara na Reefberth II di Lago dia 27 di januari, 1982

Seawise Giant di 565 000 tonelada peso morto a wordo construi na Japon na 1979 y a wordo converti den un tankero di 1504 pia largo, 225 pia hancho y 97 pia hundo Pa e operacion masivo aki e tankero cu ya tabata grandi (420 000 tonelada peso morto) caba a wordo corta den dos y un pida specialmente construi di 81 45 pia largo a wordo hinca mei mei di e bapor y a aumenta esaki cu 140 000 tonelada peso morto cu ariba su mes ta equivalente na un tankero grandi

E Seawise Giant tin 36 tripulante a bordo y e ta hopi automatisa E "engine room" por wordo opera cu control di computer y equiponan di control remoto den operacion incluyendo un monitor di T V di e compartimento di machinnan den e kambernan di e ingeniero hefe

Tin 49 tankinan di carga di zeta incluyendo dos slop tanks E ayudonan principal di navegacion ta inclui Satellite System, Data Bridge y un systema pa evita boxmento Un parti special riba e deck ta un extencion masivo di hero cu ta core riba ful e parti mei mei nobo y patras di cada banda pa reenforsa esaki adicionalmente
E coneccion gewelder abao na cada banda di e curpa unda e parti mei mei a wordo gejoin pa popa y proa casi no ta wordo nota

Pa mara e bapor grandi aki tabata tin mester di operacionnan special cu asistencia di e remolcadornan di Lago "Esso Oranjestad" cu capitan Bito Semeleer y "Esso San Nicolas" bao comando di Wiwi Maduro Dos remolcador gehuur tambe a asisti na e operacionnan aki Tinchi Semeleer di Process - Oil Movements a manobra e Seawise Giant ora di drenta haaf E personal di Oil Movements Terminal cu a asisti na Reefberth II tabata Piermaster Pedro Quant y un mobile gang Pa via di su largura e bapor tabata tin mester di extra cabuya, 10 na popa y 10 proa

Su carga di casi 4 miyon di baril a wordo descarga den 74 ora E descarga promedio tabata di 54000 barril pa ora Aunque durante 12 ora a wordo descarga na un record di 110,000 barril pa ora 9 tanki a tuma e carga di Seawise Giant. Cada tanki cu un capacidad total di 530,000 barril

"Reino di Montezuma" representando dedicacion, entusiasmo di miembronan di Esso Club

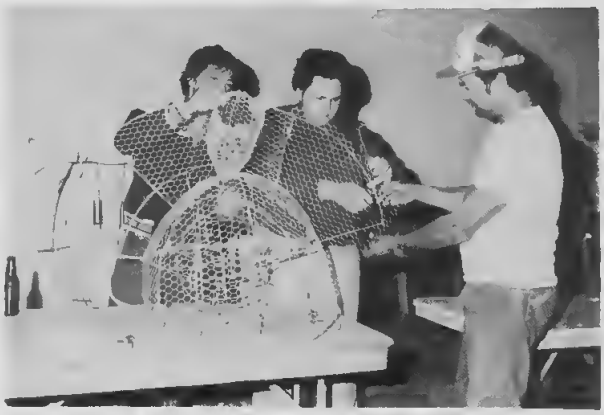
Den e Parada Grandi di Carnaval di Aruba, e diosnan di Montezuma, e serpientenan di dos cabez y e bruhanan, tur a topa pa forma parti di e grupo di carnaval di Esso Club Y e anja aki atrobe Esso Club a conquista e premio como e Grupo di Anja 1982

Mirando e carosanan y otro diferente "road-, body-, y headpieces", e trajenan y e flotanan di e "Reino di Montezuma" un hende ta puntra su mes cuanto tempo y dedicacion e diseno y construccion lo a tuma "Den nos Carnaval nos ta mira trahenan bunita, pero lo ke nos ta weita ya a wordo temina y bunita decora Tur trabao di e preparatorio a ser logra cu e ayudo voluntario di algun miembro E personanan mas envolvi den nan tempo liber cu e trabao di construccion y diseño tabata Nico Ouant, Dolf Robles de Medina, Joe van der Linden, Tico Maduro, Angelo Geerman y mi mes", asina Frits Maduro a comenta

E comienso di e trabao ta ora cu e Comite di Carnaval di Club escoge un idea y transforme den un tema Cu imaginacion y conosimiento e disejonan pa disfraz y carosa ta ser crea Ta traha un muestra di e disfraz y ta calcula e costo total di e proyecto y despues ta cuminsa cu trabaonan cu ta exigi hopi tempo construccion y decorashon di tur e disfraznan na Esso Club "Nos ta organiza dos grupo, un pa traha ariba construccion y e otro ariba decorashon Nan ta trahadornan cu experiencia y dedica Si no tabata pa nan, Esso Club lo no por a presenta un grupo di calidad asina halto, bon diseño y organisa" Doy Genser, Vice-Presidente di Club a bisa Pesey ta comprendible cu e anja aki y na 1981 ("Peacock Fantasy") Esso Club a recibi e premio di Grupo di Anja
Mientras cu e Comite ta controla e presupuesto y e tempo di preparashon, nan mester busca cosedor, cumpra cuminda y bebida, alquila equipo pa lastra e carosa y e banda, busca transportacion pa e differente piezanan y mucho mas

Den un luna di tempo e trahadornan voluntario a completa e disfraznan pa e 225 participantenan den e grupo di Esso Club Ovi Croes, Gerente di Club, no por a menciona nomber di tur e personanan cu a contribui pasobra tabatin hopi cu tabata envolvi di un manera of otro Tur hende a traha duro pa logra locual henter e comunidad Arubano a gosa den e Parada Grandi, y nan mester sinti orgujo y gran satisfaccion pa e trabao magnifico cu nan a crea cu entusiasmo y dedicashon.

Frits Maduro, Jo v/d Linden, Nico Quandt y Rosa Geerman ta weido e bodypieces.



Angelo Geerman, Marcelo Silvio y John Simon finalisando un di e headpieces.

"Kingdom of Montezuma" represents dedication, enthusiasm of Esso Club Members

The gods of Montezuma, the double-headed snakes and the witches have all joined in the Aruba Grand Carnival Parade as part of the Esso Club carnival group And again this year Esso Club conquered the prize as the Group of the Year 1982

By just glancing at the many road-, body- and head pieces, the costumes and the floats of "The Kingdom of Montezuma", one is amazed by the amount of time and dedication spent on their design and construction "We see beautiful costumes in our Carnival, but what we see has been completed and beautifully decorated All the work behind the scenes has been accomplished through voluntary work by some members The persons who were more involved in their free time with the construction and design were Nico Ouant, Dolf Robles de Medina, Joe van der Linden, Tico Maduro, Angelo Geerman and myself", Frits Maduro commented

It all starts with an idea that is developed into a theme by the Club's Carnival Committee Imagination starts running and designs are created for the costumes and floats A sample of the costume is made and a music band contacted to calculate the total cost of the project.
And then the time consuming work starts. construction and decoration of all costumes at the Esso Club. "Two groups are set up, one to work on the frame the other on the decoration They are experienced and dedicated workers and if it wasn't for them, the Esso Club would not be able to present such a high quality of well designed and well created group", commented Doy Genser, vice chairman of the Club No wonder the Esso Club received prizes as the Group of the Year This year and in 1981 ("Peacock Fantasy").

While the committee controls the schedule and the budget, they have to contact the seamstresses, purchase the food and beverages, rent heavy equipment to pull the float and to seat the band, and arrange for the transportation of the body and road pieces and much more

In a month's time the volunteer workers completed the pieces for the 225 Esso Club participants in the parade
Ovi Croes, Club Manager, finds it difficult to mention the names of contributing persons since so many were involved in one way or another Everyone worked hard to accomplish what the entire Aruban community enjoyed in the Grand Parade, and they should draw a great deal of satisfaction and pride from the magnificent work they created by their enthusiasm and dedication

Equipment Inspectors: The Doctors of the Refinery

D.P. Mendea and F.A. Sota using a boroscope to inapect the internal condition of tubea in a waste heat Boiler at SIAR.

Viaual inapection by A. Tromp of HK-40 furnace tubea of H2AR at approximately 30 feet high.

R. Amaya concentrating on condition observe in steam drum of boiler No. 7.

Most major refineries such as Lago have an equipment inspection function which has the responsibility for conducting inspection and maintaining records on operating equipment to assure safe, reliable and economic operation of the installations. Like doctors, the inspectors examine, record, and recommend procedure to prevent trouble

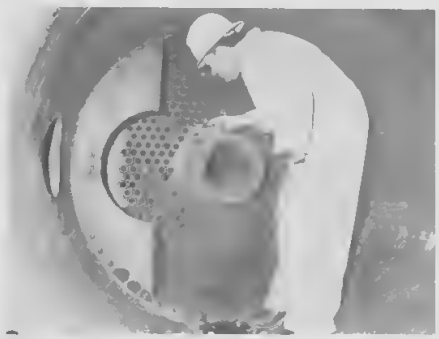
At Lago the Equipment Inspection Section (E.I S.) has the responsibility for inspecting all equipment, with the exception of rotating, electrical, and instrumentation equipment, ranging from the major operating units to playground facilities The E I.S , a section of the Technical Department, Operations Support Division, is headed by a supervising engineer who supervises two groups consisting of seventeen inspectors. Two group heads direct the daily activities of the groups. Additionally an outside contracting firm, employing technicians, supports the E I.S, with non-destructive testing (NDT) assistance

The inspector's prime function is to predict and monitor equipment corrosion or deterioration so as to avoid unscheduled unit shutdowns an unexpected equipment failures which can be costly in terms of lost production and replacement. To accomplish this function he has at his disposition equipment history data, and the services of the NDT technicians who obtain necessary thickness measurements to assist him in establishing accurately when to retire or replace defective equipment The NDT technician's main job is to measure, radiograph, or probe equipment or areas of equipment such as towers, drums furnace tubes, piping, etc and to submit information obtained to the inspector for evaluation

The major portion of the inspector's work involves reviewing of equipment past records to prepare preliminary work requests and repair lists for turning around primary units, harbor installations and tanks. Before preparing a typical list for eventual inclusion in a package, which also may contain equipment sketches and miscellaneous drawings, he conducts an onstream inspection of the particular facility, noting defective and corroded components and obtaining thickness data The completed package is submitted to the Mechanical Department for execution of the work contained in it. During turnarounds he inspects the equipment, submits recommendations for additional repairs and renewals, attends turnaround meetings, ad documents findings After the turnaround he issues a report highlighting the major turnaround accomplishments and anticipated major future repairs and material requirements

An inspector spends much time in collecting and recording equipment historical data for monitoring equipment deterioration To further enhance E I.S data storage and retrieval capabilities Lago has been implementing a computer based system called Fixed Equipment Records System (FERS)

This system is being instituted at the same time by most Exxon U.S A refineries The system is designed to maintain a computer data base of inspection data for all fixed (stationary) equipment in the refinery Once data input is completed, the system will improve the efficiency of evaluating equipment performance and condition It will also improve the planning of preventive maintenance activities



A. Tromp inspecting waste heat boiler at H2AR tor corroaion and cleanliness prior to calling the Government boiler inspector.

G. Brion and D.P. analyzer at H2 plan the C-1/2 MO pip proper welding mat

The inspector dedicates a portion of his time to advising others on corrosion and materials of construction related matters Also, he conducts minor investigations involving material and equipment failures and both short and long duration testing of materials and products, such as refractories and paints, with the objective of evaluating their performance and recommending their adoption for refinery use

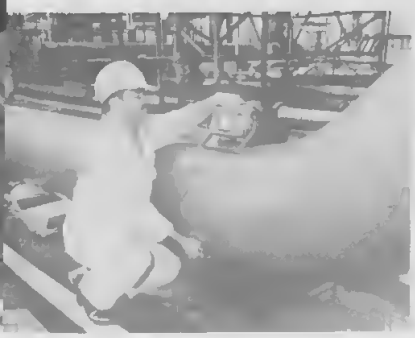
One of the important aspects of the inspector's job is his safety and the safety of the people with whom he works Safety is emphasized to such a degree that Lago's E I S has had an impressive safety record, working for over thirty years vithout a disabling injury

The term "inspector" as applied to equipment inspection in an oil refinery means an individual that has specialized skills, developed and acquired through training and deversified experience The inspector must be competent in the use of specialized tools and instruments utilized for measurements and testing Some of the instruments used by E I S include hardness testers, a corrosometer, the cathodic protection meter, netrasonic thickness gauges, and radiographic equipment He must be familiar with the different standards, specifications, and codes used in the petroleum industry He must be physically fit to climb high places and enter equipment

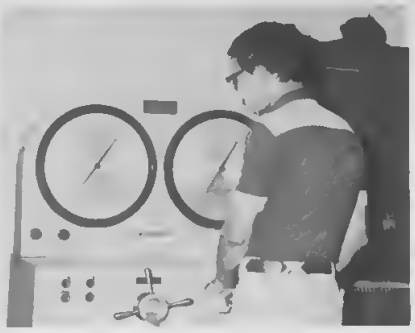
The E I S has a laboratory in the Mechanical Shop Building for conducting investigation and testing of materials and failure analysis The lab is equipped with a hydraulic tensile/compression testing machine, a Rockwell hardness tester, and equipment for polishing metal samples for micro-structural examination

(Continued on page 8)

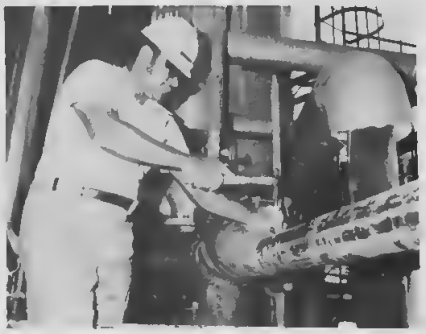
Inspectornan di Equipo: E Docternan di e Refineria



nspector A.R. Valasquez ultrasonically (UT) :hecking the wall thickness of 24" pipeline at PS-5. The instrument in use is USM-2 Kraut-kramer.



EIS Mechanical Shop inspector I.P. Vrolijk compressing a concrete cylinder on the Tinus Olsen machine.



Our welding inspector L.A. Connor checking the hardness of a C-1/2 Mo weld at H2AR using the minibrineller hardness tester.

using the nuclear ise, the welding of eing checked for

Boilar Inspector R. Amaya visually inspecting welds of wall tubes in No. 7 Tossi boiler.

Mayoria di e refinerianan grandi manera Lago tin un funcion di inspeccion di equipo cu tin e responsabilidad pa inspecciona y tene e datonan pa uso di e equipo pa asegura un operacion sigur, confiabel y economico di e instalacionnan Mescos cu docternan e inspectornan ta examina, nota y recomenda proceduranan pa evita problema

Na Lago e Equipment Inspection Section (E I S) tin e responsabilidad pa inspecciona tur equipo cu excepcion di equiponan rotativo, electrico y instrumentario Hefe di E I S, un seccion di Operations Support Division di Departamento Technico, ta un Supervising Engineer cu mester supervisa dos grupo consistiendo di 17 inspectornan.

Tin dos hefe di grupo cu ta guia e actividadnan diario di e gruponan Adicionalmente un firma contrata di pafo di compania, cu ta emplea techniconan, ta asisti e E I S den testnan (NDT) unda materialnan no ta wordo destrui

E funcion primaria di e inspector ta pa predeci y controla e corusion of deterioracion di e equipo di tal manera pa evita cu e plantanan mester wordo baha sin ta planea y fayonan inespera den equipo loke por ta costoso door di perdida den produccion y door cu nan mester wordo cambia. Pa cumpli cu su funcion e tin na su disposicion informacionnan encuanto e historia di e equipo y e servicionan di NDT techniconan cu ta hanja e medidanan di e densidad necesario loke ta yudele determina precisamente ki ora mester retira of cambia e equipo defectivo

E trabow principal di e techniconan NDT ta pa midi, haci radiografia of controla e equipo of areanan di equipo manera columnanan, tambornan, tubonan di forno, tuberia, etc. pa entrega e informacion obteni na e inspector pa evaluacion

E mayor parti di e trabow di e inspector ta consisti di revisa e datonan di pasado di e equipo pa prepara e peticion pa trabow preliminario y listanan di reparacion pa "turnaround" di e unidadnan primario, instalacionnan di haaf y tankinan

Prome cu prepara un lista tipico pa eventualmente incluye den un pakete cu tambe ta contene e sketchnan y mapanan di e equipo e ta haci un inspeccion di e facilidad en particular ei durante operacion unda e ta nota e componentenan defectuoso y corompi y tambe e ta hanja e datonan encuanto e densidad di e componentenan E pakete completo ta wordo entrega na Departamento Mechanico pa ehecucion di e trabow cu esaki ta contene.

Durante di e turnaroundnan e inspector ta inspecciona e equipo, hasi recomendacion pa reparacion adicional y renovacion, e ta atende e reunionnan di turnaround y e lista di funcionamento Despues di e turnaround e ta hasi un reporte cu e puntonan saliente cu a wordo logra den e turnaround grandi y e ta anticipa riba e reparacionnan importante den futuro y exigencianan di material

Un inspector ta gasta hopi tempo pa colecta y nota e datonan historico di e equiponan pa por constata e deterioriacion di e equipo. Pa mehora mas e coleccion y e deposito di e informacionnan y e capacidadnan pa recobra esaki Lago a introduci un systema basa riba computer yama "Fixed Equipment Records System (FERS)"

E sistema aki a wordo introduci na e mes tempo den mayoria di e refinerianan di Exxon na Estados Unidos E sistema a wordo disenja pa mantene datonan riba computer basa riba informacionnan di inspeccion pa tur equipo cu ta mobibel den e refineria Una bez cu tur e informacionnan a wordo hinca den computer e sistema lo mehora e eficiencia di evalua con e equipo ta funciona y tambe su condicion Tambe e lo mehora e planificacion di e actividadnan preventivo di mantencion

E inspector ta dedica un parti di su tempo pa aconseha otronan riba corusion y materialnan cu ta relaciona cu construccion. Tambe e ta conduci investigacionnan menor riba e fayonan di material y equipo y tambe e testnan di e duracion largo of cortico di e materialnan y productonan, manera refractories y verfnan cu e objetivo pa evalua nan resistencia y haci recomendacion pa uso den refineria

Un di e aspectonan importante di e trabow di e inspector ta su seguridad y e seguridad di e hendenan cu e ta traha cunele Ta wordo poni asina tanto enfasis ariba seguridad cu e E I.S di Lago tin un record di seguridad masha impresionante, ya cu nan ta traha 30 anja caba sin accidente cu a causa danjo

E nomber "inspector" manera ta wordo usa pa inspeccion di e equipo den un refineria di petroleo kier meen un persona cu tin habilidadnan special desaroya, adquiri door di entrenamento y un experiencia amplio E inspector mester ta competente den e uso di instrumentonan specialisa cu ta wordo usa pa midi y test Tin algun di e instrumentnan cu E I.S ta usa cu ta inclui un "hardness tester", un "corrosmeter", un Cathodic "protection meter", "netrasonic thickness gauges" y un equipo di radiografia

E mester conoce diferente standardnan, specificacionan y "codes" cu ta wordo usa den e industria petrolera E mester ta fisicamente fit pa subi riba lugarnan halto y drenta e equiponan

(Continua na pagina 8)

Promotions

Lule Anjie
Construction Manager
Speciel Projecte Department

Alejandro Tromp
Senior Technician
Technical EIS.

Reymond Dowling
Engineering
Associate
Special Projects
Department

Promocionnan

Editor: Mrs. M. Kelly-Buckley
Assistant Editor: Mre. M. Jensen-Falicieno
Printer: V.A.D.

Lago Scholarship Foundation Application Forms Now Available

The Lago Scholarship Foundation will award a number of scholarship grants again this year Students completing VWO, HAVO or MTS, and those already in College will be considered The majority of grants will be for Technical studies.

Application forms are now available in Room 165, General Office Building, and with the Security Guard in the Main Office Lobby
These forms will be available until March 31, and should be returned not later than April 2, 1982.

Equipment Inspectors . . . (Continued from page 6)

In order to perform ano progress in their work, inspectors attend specially tailored courses in the techniques and application of welding, paints and plastics, refractories, and non-destructive testing, in the use of the various Exxon, Lago, and industry standards and specifications, and in the principles of metallurgy and corrosion. These courses are held at Lago and Exxon U.S. affiliates The inspectors go about their daily work inspecting equipment to detect flaws to minimize hazardous conditions and to keep the refinery on stream. Like a doctor handles a patient, it is better to examine and check trouble before it occurs

Inspectornan di Equipo . . . (Continua di pagina 7)

E I S tin un laboratorio den e edificio di Mechanical Shop pa conduci e investigacionnan y pa test e materialnan y e analysis di fayo. E laboratorio ta equipa cu un "hydraulic tensile/compressing testing machine", un "Rockwell hardness tester" y equiponan pa puli e pidanan di metal pa e examinacion micro-structural

Pa por eherce y progresa den nan trabaow e inspectornan ta atende cursonan special riba e technicanan y aplicacion di welder, verfnan y plasticonan "refractories" y testnan cu no ta destrui material den e uso di diferente standardnan y specificacionnan di Exxon, Lago y di industria tambe den e principionan di metallurgia y corusion. E cursonan aki ta wordo duna na Lago y na e afiliadonan di Exxon
E trabow diario di e inspectornan ta pa inspeccion equiponan, detecta fayonan y minimalisa e condicionnan peligroso y pa mantene e refineria den operacion
Mescos cu un doctor ta examina un paciente, ta mihor pa examina y controla e problema prome cu e pasa

Prome Arubianonan . . . (Continua di pagina 3)

y esey lo por ta den un lugar peligroso Sinembargo, nos ta sinja nan "beneficio di risico" tambe Esaki ta nifica cu nan mester evalua un caso y determina kiko e risiconan ta
E studiantenan mester tin un motivacion personal hopi grandi y nan mester ta den un bon condicion fisico pa nan por participa den e entrenamento aki", e instructornan a bisa "Locual ta masha importante di nos entrenamento ta e technicanan cu nos ta usa bao awa Nos tin equiponan y technicanan especial pa localisa e victima y nos ta instrui nos studiantenan con pa usanan eficientemente Quizas nan lo tuma solamente tres minuut den awa prome cu nan localisa e persona", Charles y Doug a bisa Tambe nan a enfatisa e necesidad pa sinja nan studiantenan e importancia di "reflex "Bo mester sinja reacciona inmediatamente bao tur circumstancia bao awa Bo no mester pensa ariba locual mester wordo hasi, bo mester practikele te ora e bira un reflex No tin tempo di perde Nos ta sinjanan con pa cuida nan mes pa sobrebibi salbando otronan

Inmediatamente despues cu e curpa wordo recobra, e proceduranan di resucitacion ta cuminsa "Primeramente no perde speransa Quizas e victima cu "aparentemente" a hoga por ta frieuw, cu hunjanan blauw, wowonan hincha y sin cu bo por sinti su pulso of curason y un poco stijf
Sinembargo, esey no kier meen necesariamente cu e persona ey a muri," nan a bisa Den pasado tabata wordo opina cu e victima cu ta hogando lo muri despues di cuatro minuut bao awa Sinembargo, e resultadonan di un experimento cientifico conduci recientemente a mustra cu awa menos di 70° F ta reduci e necesidad di oxigeno di e celnan, locual ta reduci e cantidad di sanger cu ta bai pa diferente partinan di e curpa mientras cu e resto di oxigeno ta ser reserva pa e cerebro ("mammalian diving reflex") Pa e motibo aki, e estudio a conclui, un victima por keda pa mas cu cuatro minuut bao awa y toch keda bibo

Pa demostra e importancia di hasi un esfuerzo pa salba e victima, Charles y Doug a relata un experiencia di un victima cu a keda 45 minuut bao awa y cu a wordo salba
E persona aki a recupera sin ningun senja di danjo celebral
Un otro victima a mustra senja di bida te despues cu un hende a traha ariba dje durante tres ora Mayoria di hendenan no ta na altura di e hechonan aki y pesey nan por considera un hende morto prome cu en realidad e ta morto

En caso di un incidente di hogamento, e siguiente proceduranan mester wordo sigi

1 Purba yuda e victima cu cualquier medionan disponibel (un obheto flotante, linja, etc) Sinembargo, no ta recomendabel pa e persona drenta awa pa yuda e victima si e no ta apropiadamente entrena den technicanan di rescate den awa

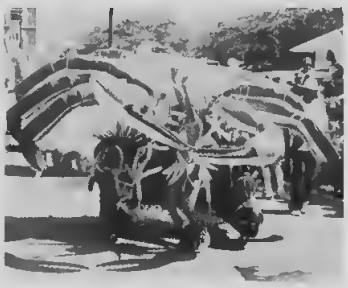
2 Si tin otro hende den vecindario, designa un otro pa notifica Seguridad di Lago inmediatamente (tel 2222)

3 Keda na e lugar pa duna e informacion necesario na personal di Seguridad y Rescate

Srs Garcia, Peters, Leito y Marchena ta conecta na e "city pager system" desde 26 di Februari pa segura un capacidad di reaccion di 24 ora pa dia Ta di spera cu lo no bai tin mester di e habilidadnan nobo di e grupo aki, pero en caso di emergencia Lago awor tin e capacidad pa tratele

Children's Carnival Parades

at Oranjestad / San Nicolas



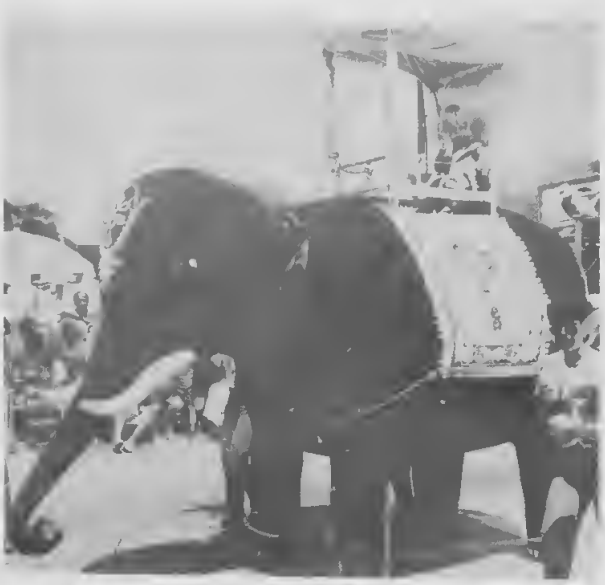
Gerry Golden smiling after coronation of Aruba's Youth Queen.

Carnaval

Henri Cotti enjoying the company of tha Esso Club Queen.

Lieutenant Governor Frans Figaroa congratulating Aruba's Carnival Queen.

1982




PARALOCO

ARUBA Esso NEWS

Lago Oil & Transport Co., Ltd.

Aruba, Netherlands Antilles

Vol. 42 — No. 3 April 1982

Ambitious 1982 energy conservation program established

Lago has embarked on a very ambitious program to reduce refinery energy consumption in 1982 Lago refinery consumes about 6 million barrels of fuel a year and at current fuel oil prices, the incentive to improve efficiency is tremendous In recent years, Lago's progress in energy conservation has been steady and has paralleled the average of Exxon refineries, but at a higher level of energy consumption relative to other refineries

However several new factors have led Lago to the decision to take a hard look at its program for energy conservation this year

The most significant new factor resulted from the installation of fuel meters in 1981, which showed that the Company was consuming even more fuel than previously estimated As of late 1981 Lago recognized the need to make a major organizational commitment to a stepped-up conservation program

Lago took steps to develop an appropriate plan of action for 1982 by involving all of the operating departments in the development and execution of the plan Process, Mechanical and Technical Departments committed to a plan of action that truly represents a stretch goal Energy activities are being coordinated by the Encon/Combustion Section of the A&CS Division of the Technical Department

The major portion of the improvement is to be accomplished through a combustion program which grew out of a 3-month visit of Mr Merv Beckner late last year He is an expert from Imperial Oil, the Exxon affiliate in Canada Merv demonstrated that there was a need to reduce unburned fuel in the furnaces and boilers and reduce excess air and stack temperature to make the biggest improvements in furnace and boiler efficiency

Many of the changes required are minor modifications to burner tips and fuel atomization This work is already proceeding

In addition, the furnace sootblowing and decoking frequencies will be optimized to save steam, and we will try to seal furnace cabin air leaks

The next part of the 1982 program consists of some operational steps, the biggest of which, excess air reduction, will be given a big boost by the combustion program Also included here is shortened exchanger cleaning cycles and a big effort in the areas of steam trap replacement, steam leak minimization and installation of reusable insulation.

It should be pointed out that, in addition to setting a stretch target for saving fuel, our 1982 program includes plans, to maximize the amount of pitch in the refinery liquid fuel and minimize the amount of tar burned

The cost savings that may be realized by maximizing pitch burning are great and it also helps us to minimize our RSFO production

As a result of all this effort, Lago is predicting a steady decrease in its energy consumption continuing out to 1988 It should be noted further that most of the energy reduction forecasted over the next 2 years results from operational improvements Beyond 1983 most of the further improvements are dependent on the timely implementation of the Energy Conservation projects

To sum up, the current situation at Lago in the energy field is one of progress and improvement in efficiency, almost entirely through operational improvements and minor equipment modifications To realize these efficiency improvements will require the full support and commitment of all Lago personnel

Programa ambicioso pa conserva energia den 1982 estableci

Lago a embarca riba un programa masha ambicioso pa reduci e consumo di energia den refineria den 1982 E refineria di Lago ta consumi 6 miyon di bari di zeta pa anja y na prijsnan actual di zeta, asina ta cu e incentiva pa mehora eficiencia ta tremendo Den anjanan reciente Lago su progreso den conservacion di energia tabata constante y e ta pareu cu e promedio di e refinerianan di Exxon, pero na un nivel mas halto di consumo di energia compara cu e otro refinerianan A pesar di esei diferente factornan mas nobo a conduci na e decision pa tira un bista analizante riba nos programa pa conserva energia e anja aki

E factor nobo mas significante cu a resulta di e instalacion di e meternan di combustible den 1981 a demonstra cu e consumo di combustible di e Compania ta mas grandi cu a wordo calcula anteriormente Na fin di 1981 Lago a reconoce e necesidad pa mara su mes como organisacion na un programa di conservacion di energia den diferente etapa

Lago a tuma medidanan pa desaroya un plan di accion apropia pa 1982 door di envolve tur e departamentonan di operacion den e desaroyo y ehecucion di e plan E departamentonan Process, Mechanical y Technical a cometenan mes na un plan di accion cu berdaderamente representa un meta estrecho

Actividadnan di energia a wordo coordina door di e seccion di Encon/Combustion di A&CS Division di e departamento Technico

E parti mas grandi di e mehoracion mester wordo logra door di un programa di combustion cu a crece di e bishita di 3 luna di Sr Merv Beckner anja pasa E ta un experto di Imperial Oil, e afiliado di Exxon na Canada Mervin a demonstra cu nos mester reduci e combustible cu no ta wordo kima den nos fornonan y boilernan y reduci e exceso di aire y e temperatura di "Stack" pa por logra e mehoracion mas grandi den eficiencia den forno y boiler

Hopi di e cambionan requeri ta modificacionnan chiquito pa

(Cont. riba pag 7)

ARUBA
Lago Oil & Transport Co., Ltd
Aruba, Netherlands Antilles

ESSO NEWS

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Exxon/EIA News Briefs

In the C A T survey of last year Lago employees expressed their interest in hearing more about Exxon and EIA topics In view of this interest Exxon/EIA news briefs will be included as a regular feature of this and coming issues

C.C. Garvin, Jr.
Exxon President

Archie Monroe
EIA President

EXXON FINANCIAL RESULTS (COMPARISON OF 1981 TO 1980)

Exxon Corporation has estimated net income for the year 1981 at $5,565 million or $6 43 a share, down 1 5% from the $5,650 million and $6 49 a share level in 1980

The corporation's total 1981 revenue was $114,989 million, compared to $110,381 million in 1980 Net income in 1981 amounted to 4 8 cents per dollar of revenue, down from 5 1% in 1980

The decrease in net earnings occurred in spite of much improved foreign exchange over 1980 experience Considerable strengthening of the U S dollar resulted in net foreign exchange translation gains totaling $698 million in 1981, up from $194 million in the previous year Operating earnings, which exclude foreign-exchange translation effects, were down 13 2%, to $5,416 million in 1981

INCREASED ENERGY INVESTMENT

Notably, Exxon invested in capital and exploration expenditures - to provide future energy supplies for its customers - about twice what it made in net earnings Worldwide capital and exploration expenditures totaled $11,089 million in 1981, up 37 9% from the previous year

In the U S alone, such expenditures totaled $5,696 million, 51% of the worldwide total and 61% above the 1980 U S expenditures As recently announced, 1982 capital and exploration expenditures are estimated at $13,500 million, 22% above the 1981 total

In another area worthy of note, Exxon's windfall profit tax alone for 1981 was $2,119 million, up from $595 million in 1980

Exxon Chairman Cliff Garvin commented as follows on the company's operating earnings for 1981

'In total, Exxon's 1981 operating results reflect the generally depressed market conditions which we have experienced in the petroleum and chemical industries since the firts quarter of 1980

The reduced demand for petroleum and chemical products, and resulting excess capacity in most phases of these industry operations, having continued to have a detrimental effect on Exxon operating earnings "

Speaking about operating comparisons by major components of the business, Garvin noted

— In the U S , exploration and production earnings of $2,308 million in 1981 were up 8% Average selling prices for Exxon-produced crude oil, natural gas and natural gas liquids were all higher than in the previous year But the effect of the higher prices was offset by increased operating expenses and higher taxes

Petroleum operations are divided into 'upstream' and 'downstream" functions The upstream end of the business deals with the developing of the raw materials and includes petroleum exploration and production Downstream includes refining, product distribution and marketing

DOWNSTREAM EARNINGS DECLINE

— Downstream profitability - earnings for petroleum refining and marketing operations - were $85 million in the U S in 1981, down from $202 million in the previous year Petroleum product sales volume declined 14% and that, coupled with the inability to recover higher costs in the prevailing market resulted in the lower earnings

— Abroad, exploration and production earnings of $1 912 million in 1981 were essentially on level with the previous year But refining and marketing operations abroad fell 39% in 1981 to $1,030 million

— Chemical earnings, worldwide, were $266 million in 1981, down 34% from 1980 Sales volumes declined 5% reflecting soft markets worldwide Most of the decline in earnings occurred in Europe and Canada, where margins were affected significantly by excess capacity and rising costs

MINERALS LOSE

— In the minerals segment, losses of $43 million in 1980 increased to $118 million in 1981, due to higher exploration and development costs and depressed market conditions in the copper business

— Other operations incurred losses of $113 million in 1981 as compared with $37 million of losses in 1980 Most of the loss increase was in Exxon Office Systems Company and resulted from one-time costs associated with streamlining the organization and disposing of obsolete inventory

Of Exxon Corporation's total expenditures for 1981, 88% went for energy-related projects - principally crude oil and natural gas Chemical projects accounted for an additional 8% of the total expenditures

Esso Inter-America

SIGNIFICANT OIL DISCOVERY IN COLOMBIA

In Colombia Intercol an affiliate of Esso Inter-America, confirmed a significant oil discovery on the ARAUCA exploration block in the llanos east of the Andes It was the first major new discovery in Colombia by any company over the last 18 years and involved the deepest drilling ever done in Colombia The oil was found at depths of up to 19,200 feet, or approximately 3 5 miles making in the deepest oil production discovered in South America Development plans for the ARAUCA field include a feasibility study for a 170-mile pipeline to take the oil over the Andes mountains to the

(Cont on page 5)

Resumen di Exxon/EIA

Den e encuesta di Communications Action Team anja pasa, e empleadonan di Lago a expresa nan interes pa tende masdi topiconan di Exxon/EIA En bista di e interes aki, noticianan en resumen di Exxon/EIA lo wordo inclui regularmente den e edicion aki y den otronan den futuro

RESULTAOO FINANCIERO OI EXXON (1981 compara cu 1980)

Exxon Corporation a calcula su entrada neto di anja 1981 na $5,565 miyon, $6 43 pa accion, un reduccion di 1.5% di e $5,650 miyon y $6 49 pa nivel di accion na anja 1980

E entrada total di e corporacion na 1981 tabata $114,989 miyon, compara cu $110,381 miyon na 1980 E entrada neto na 1981 a monta na 4 8 cen pa cada dollar di entrada, un reduccion di e 5 1% na 1980

E reduccion den ganashi neto a tuma lugar, aunque e traslado di divisa mehora hopi compara cu anja 1980.
E dollar mericano a bira considerablemente mas fuerte resultando den e suma total di $698 miyon di ganashi neto di traslado di divisa na 1981, un aumento di e $194 miyon di e anja anterior Ganashi di operacion, excluyendo e efectonan di traslado di devisa a baha cu 13 2%, y a bira $5,416 miyon na 1981

AUMENTO OI INVERSION OEN ENERGIA

Notable ta cu Exxon a inverti den gastonan di capital y exploracion - pa suministra su clientenan cu energia pa futuro - como dos biaha mas di loke ela saca den ganashi neto.
Capital mundial y gastonan di exploracion a suma na un total di $11,089 miyon na 1981, un aumento di 37.9% for di e anja anterior

Den Estados Unidos so, e gastonan di e clase ey a monta na $5,696 miyon, 51% di e total mundial y 61% riba e gastonan di E U na 1980 Manera a wordo anuncia recientemente e capital y gastonan di exploracion di 1982 ta wordo calcula na $13,500 miyon, cual ta 22% riba e total di 1981

Den otro area cu ta vale la pena pa menciona, Exxon su ganancia di impuesto so tabata $2,119 miyon na 1981, un aumento for di e $595 miyon na 1980

Cliff Garvin, e presidente di Exxon, a comenta lo siguiente riba e ganashinan di operacion na 1981

"En total, Exxon su resultadonan di operacion ta refleha e condicionnan di mercado generalmente desfavorabel cu nos a experiencia den e industrianan petrolero y quimico den e prome trimester di 1980 E demanda reduci pa petroleo y productonan quimico, cu tabatin como resultado un capacidad excesivo den mayoria di e fasenan di e operacionnan industrial aki, a sigi tin un efecto detrimental riba e ganashinan di operacion di Exxon "

Papiando riba comparacionnan di ganashi di operacion door di componentenan importante di e negoshi, Garvin a nota

— Den E U ganashi di exploracion y produccion di $2,308 miyon na 1981 a subi cu 8%. E averahe di e prijsnan di benta pa zeta crudo produci door di Exxon, manera gas natural y liquidonan saca for di gas natural, tur tabata mas halto cu e anja anterior. Pero e efecto di e prijsnan mas halto a wordo compensa door di aumento di gastonan di operacion y door di impuestonan mas halto

Operacionnan di petroleo ta dividi entre funcionnan di "upstream" y "downstream". E parti "upstream" di e negoshi aki ta trata cu e desaroyo di materialnan crudo y tambe ta inclui exploracion di petroleo y produccion. "Downstream" ta inclui refinamento, distribucion di producto y benta

GANASHINAN "DOWNSTREAM" TA BAHA

— Ganashinan di "downstream" - ganashi di refinamento di petroleo y di operacion di mercado - tabata $85 miyon den E.U. na 1981, un rebaho di e $202 miyon di e anja anterior E cantidad di benta di produccion di petroleo a baha cu 14% y esey hunto cu e inabilidad pa recobra costonan mas halto den e mercado comun a resulta den menos ganashi.

— Den exterior, exploracion y ganashi di produccion di $1,912 miyon na 1981 tabata esencialmente na nivel cu e anja anterior Pero e operacionnan den exterior di refinamento y mercado a baha cu 39% den 1981 te na $1,030 miyon.

— Ganashinan quimico mundialmente tabata $266 miyon na 1981, un reduccion di 34% for di 1980. Cantidad di benta a baha cu 5% reflehando e "soft market" -nan mundialmente. Mayoria di e reduccion den ganashi a tuma lugar na Europa y Canada, na unda e margennan a wordo afecta significantemente door di capacidad excesivo y aumento di costonan.

PERDIOA OEN MINERALNAN

— Den e area di mineral, perdida di $43 miyon na 1980 a aumenta te cu $118 miyon na 1981, debi na e costonan mas halto di exploracion y desaroyo y condicionnan di mercado desfavorabel den e negoshi di koper

— Otro operacionnan a trece perdida di $113 miyon na 1981 compara cu $37 miyon na 1980 Mayoria di e aumento di perdida tabata den Exxon Office Systems Company y a resulta for di costonan - cu ta wordo hasi un biaha so - asocia cu drechamento di e organisacion y cu destruccion di inventorio cu no ta den uso.

Di e gastonan total di 1981 di Exxon Corporation, 88% a bai pa proyectonan relaciona cu energia - especialmente zeta crudo y gas natural Proyectonan quimico tabata responsabel pa e 8% adicional di gastonan total.

Esso Inter-America

DESCUBRIMENTO IMPORTANTE OI ZETA NA COLOMBIA

Na Colombia, Intercol, un afiliado di Esso Inter-America, a confirma un descubrimento importante di zeta den e bloque di exploracion di ARAUCA den e yanonan pariba di Andes Esey tabata e di prome gran descubrimento nobo na Colombia den e delaster 18 anjanan y a envolvi boramento di mas hundo cu a yega di wordo hasi na Colombia. E zeta a wordo hanja na 19,200 pia, of aproximadamente 3,5 miya hundo bao tera, y esey ta e produccion di zeta di mas hundo cu a wordo descubri na Sur America. Plannan pa desaroyo di terreno di ARAUCA ta inclui un estudio pa wak e posibilidad pa un tuberia di 170 miya hiba e zeta pa Barranca Oil Refinery pa nord di Bogota, pasanda riba e montanjanan di Andes

OTRO EXPLORACIONNAN NA BRAZIL, ARGENTINA

Estudionan sismico a ser continua na e area di EIA na e costa di Brazil, cu un barco navegando partinan di e rivier di Amazona y e rionan secundaria EIA tambe a completa un estudio aeromagnetico den un area di mas o menos 25,000 miya cuadra na costa di Brazil pa yuda determina si e area ta merece un estudio mas alew Sedco 472, un barco independiente di bora den awa hundo a cuminsa bora na un hundidad di 1,435 pia den awa na e partinan afo di Delta di Rio Amazona.
Na Argentina 11 fuentenan exploratorio a wordo bora afo di e costa di Tierra del Fuego, den e parti sur di e pais Descubrimentonan chiquito di zeta afo di e costa di Argentina no a wordo hanja adecuado pa exploracion comercial debi na e lugar 120 miya afo di costa den 450 pia den awa

ACTIVIOAONAN OI CONSTRUCCION TA INTENSIVO OEN E PROYECTO OI CARBON NA CERREJON

Un caminda di 100 miya cu lo conecta e area di mina cu e waf lo wordo completa durante e siguiente lunanan como parti di e Proyecto di Carbon na Cerrejon, Colombia.

(Cont. riba pag. 4)

*

Esfuerzo pa duna mas informacion

Como reaccion riba e resultadonan di e encuesta hasi door di Communications Action Team (CAT), esfuerzonan ta wordo hasi pa satisface e necesidadnan cu bo a expresa, pa hanja mas informacion riba e Compania y e industria di petroleo
Pa hasi e esfuerzo aki bira un exito, di awor kaba bo por hasi tur e preguntanan especifico cu bo tin pensa na Dial 3500 of scirbi e preguntanan na OUESTIONS, y mandele na oficina 175-A di G O B Bo preguntanan lo ser contesta via e canal di comunicacion mas apropia, sea Esso News, Boletin, Bulletin Board, Dial 3500 of den e reunionnan di comunicacion venidero pa henter e Compania

*

Effort to fulfill need for more information

In response to the Communications Action Team (CAT) survey results, efforts are being made to fulfill your expressed need for more information about the Company and the oil business To make this effort a success, you can start submitting from now on all specific questions you may have on your mind, through Dial 3500 or by writing to OUESTIONS, Room 175-A, G O B. Your questions will be answered through the most appropiate communication channel, be it Esso News, Boletin, Bulletin Board, Dial 3500 or in the upcoming Company-wide communication sessions

Service Milestones

Jesn H.E. Baiz
30 years

Benedicto Giel
30 yesrs

Jacobo R. Lampe
25 yesrs

David Moore
30 years

Isidro Tiel
30 years

Cristo R. Wernet
30 years

Dr. Robart Goldstein taaching the COPE course to the participants.

New employees during their classroom training.

Presentation ot the ICS dipioma.

Resumen di EXXON/EIA . . . *(Cont di pag 3)*

Morrison-Knudsen, un lider den construccion di mina a wordo selecta como e contractante principal pa disenja y construi tur e facilidadnan di e Projecto di Carbon na Cerrejon, incluyendo e infrastructura pa yuda e proyectonan manera di waf, cas pa empleadonan y dos aeropuerto Te awor aki, dos contrato pa bende carbon, cubriendo mas o menos 214 miyon di ton cuadra di entrega di carbon anual a wordo firma cu empresanan di servicio publico europeo na Denamarca y Irlandia

Sulphur: The yellow hills of Aruba

A vessel is loading sulphur at Lago Marine Terminal.

Sulphur has had a long and interesting history, and is one of the few elements that is found naturally in its relatively pure form It has been well known for over 3,000 years

Notwithstanding this long history, the uses to which sulphur has been put are relatively unsophisticated, at least in comparison to the well developed industrial chemistry based on elements such as carbon

Nearly 90% of the uses for sulphur are as sulphuric acid and of this 60 % is for fertilizer production Within fertilizers, the main end products are phosphates with smaller volumes of ammonium thiosulphates

Sulphuric acid is generally used industrially to recover valuable materials from their naturally occurring, ores, or as a general industry process chemical such as in the bleaching of textiles, as sodium sulphide in photography and dye stuffs, as sulpha drugs in pharmaceuticals, as zinc sulphide in pigments, as lauryl sulphates in detergents, as a neutralizing or clean-up chemical in plating for the steel industry, and to decompose ilmenite to obtain titanium
Non-acid uses such as vulcanization where sulphur is specifically introduced into a chemical structure in order to obtain a specific effect, represent a relatively minor part of overall sulphur consumption

Apart from its small scale use in insecticides and fungicides, it is really only in the past 10 years or so that sulphur itself has gained recognition as an essential ingredient in the formation of amino acids for protein, and thereby plant and animal nutrition

LAGO'S SULPHUR: WHERE IT COMES FROM

Sulphur, as produced at Lago, is a by-product of the desulphurization process of oil This process is part of the Lago Hydrodesulfurization Division (H D S) Units The H D S has three parallel Sulphur Recovery Plants which were built to convert hydrogen sulfide gas (H2S) into elemental sulphur as a salable product

The sulphur recovery plants were initially designed to produce 157 long tons of sulphur per stream day each of 99 5% minimum purity Amine Regenerators (M1AR, M2AR, M3AR, FGS) units provide feed stock to Sulphur Plants

The recovery of sulphur from the H2S gases is accomplished by the "Claus Process", which involves the combustion of a ratio of 2. 1 of the H2S gas In the feed to SO2 and subsequent reaction of the remaining H2S with the SO2 to form liquid sulphur and water vapours

This reaction is catalyzed by activated alumina catalyst in the converters

The first two plants, S1AR and S2AR, were constructed in the first phase of the HDS and S3AR in the second phase
As a result of the initial operation of S1AR and S2AR modifications were made to the gas and air supply piping and control valves for the auxiliary burners at S3AR In addition to the supply line changes, the catalyst type (Bauxite) was replaced with the activated alumina which develops a lower pressure drop in the unit The result of these improvements was a production of 220 tons/day Similar modifications have since been made to S1AR and S2AR and their respective capacity increased to 200 tons/day

STORAGE AND SHIPMENT

The liquid sulphur produced is stored in sulphur pits and, at a specified level, is transferred to the Sulphur Slaters where the liquid sulphur is cooled, and solidified with air, then water, on the slater belts
The slated sulphur is transported to the sulphur pile by means of a yard conveyor and a stacker conveyor.

Bulk sulphur is loaded at Lago's Marine Terminal only at the H D S berth, east of inner harbour. The sulphur is loaded from the pile in a loading hopper with a payloader and is transported by belt from the hopper to a chute above the vessel's holds It is loaded at an average rate of about 250 metric tons/hour into the telescoping chute or spout The swivel center of the chute is fixed and, therefore, to load different holds, the ships are shifted along the berth by means of warping with the assistance of tugs as necessary
Cargoes loaded are generally in the range of 6,000 to 16,000 tons, however, there was one cargo of 28,000 tons loaded several years ago.
Sulphur vessels are scheduled by Exxon Chemical Supply Co. in Florham Park, with coordination from Exxon Chemical Americas (in Houston) and Lago

WHERE DOES LAGO'S SULPHUR GO?

The major portion of Lago's sulphur production is shipped under term contracts to Tibras Titanio Do Brasil and Sulfabcia Sulfoguimica de Bahia. Tibras manufactures sulfuric acid which they react with ilmenite to recover titanium which is then converted into titanium dickide for the paint industry Sulfab also produces sulfuric acid which they sell to industrial and fertilizer producers
Our Colombian sulphur customer, Monomeros Colombo Venezolanos S A produces oleum and virgin sulfuric acid which they use in the manufacture of fertilizer as well as caprolactam/nylon.

EXXON/EIA News Brief . . . *(Cont from page 2)*

Barranca Oil Refinery north of Bogota.

OTHER EXPLORATIONS IN BRAZIL, ARGENTINA

Seismic studies were continued on EIA's onshore acreage in Brazil with a vessel navigating parts of the Amazon River and its tributaries EIA also completed an aeromagnetic survey on about 25,000 square miles of onshore acreage in Brazil to help determine whether any of the area merits further study The Sedco 472, a self-positioning deepwater drillship, began drilling in 1,435 feet of water on the outer part of the Amazon River Delta In Argentina 11 exploratory wells were drilled offshore Tierra del Fuego in the southern part of the country. Small offshore oil discoveries in Argentina were deemed noncommercial due to their location: 120 miles from shore. in 450 feet of water

CONSTRUCTION ACTIVITY ON CERREJON COAL PROJECT HEIGHTENS

A 100-mile road that will connect the mine area to the port will be completed during the next few months as part of the Cerrejon Coal Project in Colombia Morrison-Knudsen, a leader in mine construction was selected as the prime contractor to design and construct all facilities of the Cerrejon Coal Project, including the supporting infrastructure of port, railroad, employee housing and two airports.
Up to now, two coal sales contracts, covering about 214 million metric tons of annual coal deliveries, have been signed with European utilities in Denmark and Ireland.

Padvindernan a yuda juventud di YMCA como parti di e proyecto di Eagle Award

Den nan celo pa bira Eagle Scouts, cual ta e rango di mas halto den Padvinderij di Merca, Frank Goley y Steven Schuld a dedica casi dos luna di nan tempo liber na yuda e juventud di YMCA, San Nicolas

Frank ta jiu di Gene Goley, Division Superintendent di General Services y Steven ta jiu di Norman Schuld, ex-Vice Presidente di Compania Ambos mucha homber tin 14 anja

Frank a dicidi di sinja e muchanan di YMCA con pa hunga futbol "Ami ta hungando futbol di tempo cu mi tabatin cinco anja, y mi sa hopi di e deporte E muchanan di YMCA nunca a hunga futbol antes, asina ta cu mi kier a duna nan un chens pa wak con beneficioso e deporte ta "

Steven a bisa cu ela wak rond na YMCA y ela ripara cu basta cos mester a wordo drecha "E ora mi a dicidi di desaroya un proyecto pa reconstrui y verf e schommelnan y wipnan, verf e corridor principal y e linjanan di e cancha di basketball y volleyball y traha bankinan pa e auditorio di YMCA "

Steven Schuld, na banda drechi, ta trahando un banki cu ayudo di otro Padvindernan.

Asina ta cu e dos mucha hombernan a cuminsa un tarea ambicioso, y cu a tuma hopi tempo, esta di programa exactamente kiko nan kier logra Nan a calcula cuanto tempo nan lo dedica na e proyecto tur siman, cuanto placa nan tin mester y cuanto mucha homber di YMCA lo particips Tambe nan a bishita algun tienda pa busca e materialnan cu nan mester y nan prijsnan Nan a scribi cartanan na negoshinan pa hanja donacion y nan tabatin hopi exito E donacionnan a cubri tur gastonan necesario manera e palo pa e bankinan, verf, uniform pa futbol, balanan di futbol y tur otro gastonan envolvi

Diestres mucha homber di YMCA entre 8 pa 11 anja a participa den e programa di entrenamento di futbol na e tereno di futbol di Lone Palm "E proyecto aki a hasimi un persona mas responsabel Mi mester a sinja con pa yega na mente di e muchanan joven, y tambe con pa hasi pa nan comprondemi mihor " Frank a yega di atende campamento di futbol y di otro deportenan y tabata tin confiansa pa conseha e coachnan cu ela scoge, kendenan tur tabata mucha hombernan cu ta hunga den e team di futbol di Seroe Colorado "Mi tabata kier pa e coachnan yuda e mucha hombernan desaroya un bon relacion entre nan mes y tambe pa sinja nan e valor di ser un bon deportista. M'a hanja hopi ayudo di Sr William Rankin, nos lider di Padvinderij, kende tabata mi consehero tambe E tabata tira un bista durante nos entrenamento y comparti su ideanan cumi "

Steven tabatin cinco mucha homber di YMCA cu tabata traha cune continuamente y cu a sinja algun di e habilidadnan tecnico cu Steven a usa den e construccion di e bankinan y den verfmento "Mi ta sintimi hopi bon Mi ta gusta yuda hende y e muchanan a traha cu smaak " Steven tambe a hanja hopi ayudo di e otro padvindernan ora cu ela construi e bankinan na cas di su mayornan Pa por mustra exito di su projecto Steven a saca potret di YMCA Club prome cu ela cuminsa cu e proyecto y despues cu ela wordo completa Y e Club a keda mustra hopi bon despues

Frank y Steven ta gradeci cu e ayudo cu nan a ricibi di YMCA y di e padvindernan, pasobra esaki a contribui na e realisacion di e proyecto Ademas di a yuda e juventud y tambe e comunidad cu nan proyecto, nan a gosa di nan trabow "E mucha hombernan ta hopi talentoso Mi ta spera cu YMCA lo cuminsa cu nan mesun team di futbol Mi lo wak rond pa mira si tin un otro team cu lo por hunga cu nan y por ta nan por forma un grupo di diferente team cu por hunga contra otro regularmente," Frank a bisa

"Mi ta kere cu ta hopi emocionante pa participa den e proyecto aki Un den kada tanto mucha ta bira un Eagle Scout Mayoria di e astronautnan y presidentnan tabata un Eagle Scout. Tambe e por yudabo ora bo aplica pa skolnan," Steven a bisa

Tur dos tabata di acuerdo cu birando un Eagle Scout, nan lo por desaroya mas nan capacidadnan como lider y aumenta nan sentido di responsabilidad, nan espirito di padvinder y nan habilidadnan Ta comprendibel anto cu Frank y Steven ta sperando seriamente cu pronto nan lo wordo notifica cu nan a gana e Eagle Award

Boy Scouts helped YMCA youth as part of Eagle Award project

In their zeal to become Eagle Scouts, the highest rank of Boy Scouts of America, Frank Goley and Steven Schuld dedicated almost two months of their spare time to helping the youth of the YMCA, San Nicoles

Frank is the son of Gene Goley, Division Superintendent of General Services, end Steven is the son of Norman Schuld, ex-Vice President of the Company Both boys are 14 years of ege.

Frank decided he would teach the kids of the YMCA how to play soccer "I've been playing soccer since I was five or so and I know a good deal about the sport The kids at the YMCA never played soccer before there, so I wanted to give them a chence to see how rewarding the sport is "

Steven said he looked around at the YMCA and saw that quite a few things needed repairing "So I decided I would develop a project to reconstruct and paint the swings and seesaws, paint

Frank Goley, third from right, supervising the soccer practice at Lone Palm.

the main corridor and the lines of the basketball and volleyball courts, and to build benches for the YMCA auditorium "

So the two boys embarked on the time consuming and ambitious task of programming exactly what they wanted to accomplish They estimated how much time they would spend on the projects each week, how much money they needed and how many YMCA boys would be perticipating They visited

Azufre: E ceronan geel di Aruba

Sylvio Cijntje ta inspecta e azufre na e faha di e hopper.

Azufre tin un historia largo y interesante y e ta uno di e poco elementonan cu ta wordo hanja den su forma relativamente puro E ta conoci pa mas di 3000 anja

Apesar di su historia largo azufre ta wordo usa relativamente simpel a lo menos compara cu e industria quimico bon desaroya cu ta basa riba elementonan manera carbon

Casi pa 90% azufre ta wordo usa manera azufre acido y di esaki 60% ta pa produccion di kunstmest Loque ta concerni kunstmest e productonan final mas importante ta fosfaat cu cantidad mas chikito di amonium thiosulphates

Azufre acido ta wordo generalmente usa industrialmente pa recobra materialnan valioso di nan mineral natural of como un proceso quimico di industria en general manera den tinjamento di textiel manera sodium sulfide den fotografia y pa tinja material manera droga di sulpha den productonan farmaceutico manera zinc sulphide den pigment manera 'lauryl sulphates" den detergente, manera neutralisador of quimico di limpieza of pa cubri cu hero den industria di hero y pa descompone ilmenite cu bo ta hanja di titanium

Usonan cu no ta acido manera vulcanisacion, unda azufre ta wordo especialmente introduci den e structura quimica pa por hanja un efecto special ta representa un parti relativamente chikito den e totalidad di consumo di azufre

Fuera di su uso na escala chikito den insecticidanan y 'fungicides' ta asina cu ta realmente durante e ultimo 10 anjanan so cu azufre a wordo reconoci como un ingrediente esencial den e formacion di acidonan amino pa proteina y tambe pa mata y cuminda di bestia

LAGO SU AZUFRE - DI UNDA E TA BINI?

Azufre manera e ta wordo produci na Lago ta un producto secundario di e proceso unda e azufre ta wordo saca di e azeta E proceso aki ta forma parti di e Unidadnan di e Division di Hydrodesulfurization (H D S) di Lago E H D S tin tres planta paralelo pa recobra azufre cu a wordo construi pa converti 'hydrogen sulfide gas' (H2S) den azufre elemental como un producto vendibel

E plantanan pa recobra azufre a wordo inicialmente disenja pa produci 157 tonelada di azufre pa linja di produccion pa dia cada un pureza minimo di 99 5% E unidadnan di Amine Regenerators (M1AR M2AR M3AR, FGS) ta provee e combustibel necesario pa e plantanan di azufre

E recobramento di azufre di e gasnan H2S ta wordo logra door di e "Claus Process" cu ta envolvi e combustibel na un ratio di 2 1 di e gas H2S den e combustibel pa S2O y e reaccion siguiente di e H2S cu ta keda cu e SO2 pa forma azufre liquido y vapor di awa

E reaccion ta wordo catalisa door di activa e "alumina catalist" den e convertidornan

E prome dos plantanan S1AR y S2AR a wordo construi den e prome fase di H D S y S3AR den e segundo fase Como resultado di e operacion inicial di S1AR y S2AR modificacionnan a wordo hasi na e tuberia cu ta provee gas y aire y na e "control valves" pa e fornonan auxilario na S3AR

Adicionalmente na e cambionan na e linjanan di provision e loke a causa cu e presion a baha den e unidad E resultadonan di e mehoracionnan aki tabata un produccion di 220 tonelada pa dia Modificacionnan similar a wordo haci desde e tempo ei na S1AR y S2AR y nan capacidad respectivo a crece na 200 tonelada pa dia

DEPOSITO Y CARGAMENTO

E azufre liquido produci ta wordo deposita den e deposito di azufre coba den tera na un nivel especifico, e ta wordo transferi pa e "Sulphur Slaters" unda e liquido ta wordo fria y hasi solido cu aire y despues cu awa riba faha di transporte E azufre den forma di plaatchi ta wordo transporta pa e monton di azufre pa medio di un transportador cu ta montona e azufre y tirele riba e monton

Azufre den cantidad grandi ta wordo carga na Lago solamente na e lugar di ancra di H D S pariba di e haaf aden E azufre ta wordo carga di e monton den un "loading hopper" cu un "pay-loader" y ta wordo transporta pa medio di e faha di e hopper pa e "chute" cu ta tire den e bodega di e barco E ta wordo carga na un average di mas o menos 250 tonelada metrico pa hora den e bodega via telescoop E centro di e soporto ta mara y pesei pa por carga diferente bodega e vapor di e barconan ta wordo movi a lo largo di e lugar di traca pa medio di reparticion cu e asistencia di e remolcadornan manera ta necesario Ta wordo carga en general na un cantidad di 6,000 pa 16 000 tonelada, aunque tabata tin un cargamento di 28,000 tonelada varios anja pasa E barconan di azufre ta wordo programa door di Exxon Chemical Supply Co , na Florham Park, cu asistencia di Exxon Chemical Americas (na Houston) y Aruba

UNDA LAGO SU AZUFRE TA BAI?

E major porcion di e produccion di azufre di Lago ta wordo transporta pa barco bao contratonan pa cierto periodo pa Tibras Titanio Do Brasil y Sulfabcia Sulfoquimica de Bahia Acido azufre di fabricacionnan di Tibras cu nan ta pone reacciona cu ilmenite pa hanja titatium, cu despues ta wordo converti den titanium dickide pa e industria di verf

Sulfab tambe ta produci azufre acido cu nan ta bende cu productornan industrial y di kunstmest Nos cliente Colombiano di azufre, Monomeros Colombo Venezolanos S A ta produci oleum y azufre acido original loke ta wordo usa pa fabricacion di kunstmest caprolacta/nylon

Programa ambicioso . . . *(Cont di pag 1)*

"burner tips" y atomisacion di e combustible E trabao aki ta progresando caba Adicionalmente lo mester optimalisa e frecuencianan pa limpia e forno y pa saca e carbon pa asina spaar "steam" Tambe lo trata di ceya e leknan di e cabina di forno

E siguiente parti di e programa di 1982 ta consisti di algun pasonan operacional, di cual esnan di mas grandi ta e reduccion di aire, loke ta un empuhe grandi pa e programa di combustion Tambe ta inclui aki den un ciclo di limpieza di "exchanger" cu ta mas cortico y un esfuerzo grandi pa reemplaza e "steam trap" pa minimalisa e leknan di "steam" y pa instala e insulacion cu por wordo usa di nobo

Mester wordo indica cu adicionalmente fuera di ta pone un meta estrecho pa spaar combustible, e programa pa 1982 ta inclui plannan pa maximalisa e cantidad di pitch den e combustible liquido di refineria y minimalisa e cantidad di e "tar" cu ta wordo kima

E reduccion di gastos cu por wordo realisa door di maximalisa e kimamento di pitch ta grandi y tambe e ta yuda pa minimalisa e produccion di R S F O

Como resultado di tur e esfuerzonan aki Lago ta predeci un reduccion constante den e consumo di energia di Lago cu lo continua te 1988 Ta bon pa nota ademas cu mayoria di e reduccion di energia predeci pa e dos anjanan cu ta bini ta resulta di e mehoracion di operacion Despues di 1983 mayoria di e mehoracion den futuro lo depende di si e projectonan pa conserva energia, lo wordo implementa na tempo

Mihor bisa, e situacion actual na Lago den e tereno di energia ta uno di progreso y mehoracion di eficiencia cu por wordo logra casi completamente pa medio di mehoracionnan di operacion y modificacionan di equipo chiquito E realisacion di e mehoracion di eficiencia aki ta requeri e sosten y aporte completo di tur empleadonan di Lago

Congratulations, Champions! Pabien, Campeonnan!

Hubert Richardson won Mini-Marathon

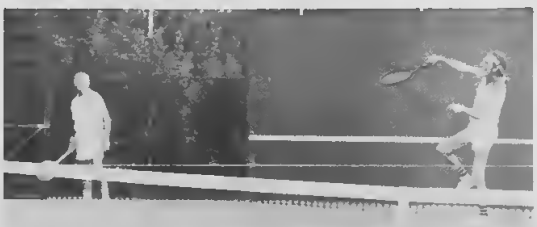
Hubert Richardson, 55 years of age, has been running daily since 1966 and has participated in over twenty races since And he is getting better with every race· this year he broke his own last year's record with six minutes and six seconds (he ran 30 km in two hours, 36 minutes and 31 seconds) How does he do it? It is a daily affair, and requires extra preparation before the race

For four weeks prior to the marathon, Hubert ran at least one hour to one hour and a half per weekday and two to three hours during the weekends He stopped with his normal diet three days before the race and started eating lots of spaghetti, macaroni, fruits and vegetables, and drank plenty of orange juice and "gatorade" During those three days he also abstained from alcohol and running, and made sure he got a generous amount of rest The result? A first prize trophy.

L. to r.: Jacinto Warleman, Hubert Richardson and Padu Maduro.

Jacinto Werleman y Hubert Richardson di Controller's Department, y Padu Maduro di Industrial Security Department, tabata finalistanan den e Segundo Mini-Marathon Internacional di Aruba di 30 km den e categoria di Cincuenta Anja of Mas Hubert a gana e prome premio den e categoria aki

Lago won Esso/Shell Tennis Tournament



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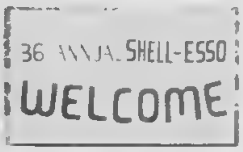

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1 P. Storey and P. Nord (Lago)
2 R. Farro (Lago)
3 W. Diaz (Lago)
4 Wim Diza (team capt. Lago) and Par Nord, E. Leito (team capt. Shell) and W. Lambertin
5 Mrs. M. Farnan and Mrs. C. Beaujon (Shell)

4

5

Boyscouts . . . (cont. from page 6)

stores to look for the materials needed and their prices They wrote letters to businesses for donations and were quite successfull Donations covered all necessary expenses such as wood for the benches, paint, uniforms for soccer, soccer balls and all other expenses involved.

Thirteen boys from the YMCA between the ages 8 to 11 participated in the soccer training program at the Lone Palm soccer field. "This project has made me a more responsible person. I had to learn how to reach young people's mind, how to get them to understand me better" Frank had attended soccer camps and all-sports camps and thus felt confident in advising the coaches he chose, who were boys from the Seroe Colorado soccer team "I wanted the coaches to help the boys to develop a good relationship between themselves and to teach them the value of sportmanship I got a lot of help from Mr William Rankin, our scoutleader, who was my advisor He checked around during the practice and shared his ideas with me"

Steven had five YMCA boys who worked with him steadily on his project and thus learned some of the technical skills Steven employed in building the benches and in painting. "I feel great I love helping people and the kids enjoyed working" Steven also got a lot of help from the other boy scouts when he built the benches at his parents' house To measure the succes of his project Steven took pictures of the YMCA Club before the project was started and after it was completed. And it looked pretty good afterwards.

Frank and Steven were grateful for the help they received from the YMCA and the boy scouts, for it contributed to the realization of their projects Besides the fact that they helped the youth and so the community with their projects, they enjoyed doing the work "The boys are very talented I hope the YMCA starts with their own soccer team I will look around and see if there's any other team that could play with them and maybe they could even get into a league," Frank said

"I think it's a great thrill to participate in this project One in quite a few become an Eagle Most astronauts and presidents have been an Eagle Scout It also helps you when you apply to get into schools," Steven said

They both agreed that becoming an Eagle Scout would further the development of their leadership capabilities, and increase their sense of responsibility, scout spirit and skills No wonder Frank and Steven are earnestly hoping they will soon be notified that they have won the Eagle Award

ARUBA Esso NEWS

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E Papel di OPEC den e Industria Petrolera

Durante un periodo cu ta marca e di 100 aniversario di Exxon y cambionan dramatico den e escena mundial di petroleo, ta parce un bon ocasion pa presenta articulo riba e historia, trabownan y desaroyo di e industria petrolera. Ya cu OPEC (e Organizacion di Paisnan Exportador di Petroleo) a hunga un papel asina importante den desaroyonan reciente di e industria petrolera, e articulo aki ta presenta un historia breve di e organizacion ey.

Pre-OPEC

E gobierno di paisnan cu ta produci petroleo, observando e crecimento rapido di e industria petrolera na principio di II Guera Mundial, tabatin pura pa aumenta nan parti di e beneficionan di petroleo. Antes di 1948, e compensacion cu tradicionalmente a wordo paga na e paisnan productor di petroleo tabata un percentahe fiho di pago di derecho.

Despues di II Guera Mundial, e gobierno di Estados Unidos, a institui controlnan riba importacion, den su interes pa proteha e industria di produccion domestico di E.U. y tambe pa motibonan strategico.

Ora cu e mercado di E.U. a wordo reduci significantemente, companianan petrolera stranhero mester a busca mercadonan nobo. Competencia pa mercado a bira mas intensivo y asina prijsnan a baha.

Sinembargo, gobiernonan productor, tabata descontento pa wak e companianan di petroleo reduci nan prijsnan pa refleha e estado debil di e mercado aki, ya cu esey lo a nifica un reduccion den nan entrada. E gobiernonan aki a determina cu nan interesnan lo mester tin un mihor proteccion den futuro. Esaki tabata e genesis di e proceso cu finalmente a desaroya den OPEC manera e ta conoci awendia.

E Nacemento di OPEC

Na September 1960, oficialnan di gobiernonan di Saudi Arabia, Venezuela, Iran, Iraq y Kuweit a reuni y a dicidi di forma e Organizacion di Paisnan Exportador di Petroleo.

E metanan di e organizacion tabata

— Pa trece union den reglanan di petroleo

— Pa proteha e interesnan di su miembronan

— Pa mantene e prijsnan firme y liber di tur fluctuacionnan innecesario

Cu tempo OPEC a expande su asociacion cu Qatar, Indonesia, Libya, Abu Dhadi (awor yama United Arab Emirates), Algeria, Nigeria, Ecuador y Gabon pa un total di 13 miembro, 7 di lo cual ta Estadonan di Medio Oriente.

OPEC den Crecimento

Den principio, e obhetivonan principal di OPEC tabata pa aumenta entrada di gobiernonan productor y pa harmonisa e interesnan di petroleo, posiblemente contradictorio, di su miembronan.

Gradualmente OPEC a haya mas forsa como un entidad di negociacion durante anjanan '60, dictando prijs pa crudo y productonan y te aworaki a logra realisa su obhetivonan.

Cont. riba pag. 8

OPEC's Role in the Oil Industry

During a period which marks both the 100th anniversary of Exxon and dramatic changes in the world oil scene, it seems an appropiate time to present articles on the history, workings and developments in the oil-industry. Since OPEC (the Organization of Petroleum Exporting Countries) has been such an important part of recent world oil developments, the following article presents a brief history of that organization.

Pre-OPEC

The governments of oil producing nations, observing the rapid growth of the oil industry with the onset of World War II, were eager to increase their share of the oil benefits. Prior to 1948, the traditional compensation paid to the oil producing countries was a fixed percentage royalty payment. Post World War II the United States government, in the interest of protecting the U.S. domestic producing industry as well as for strategic reasons instituted import controls.

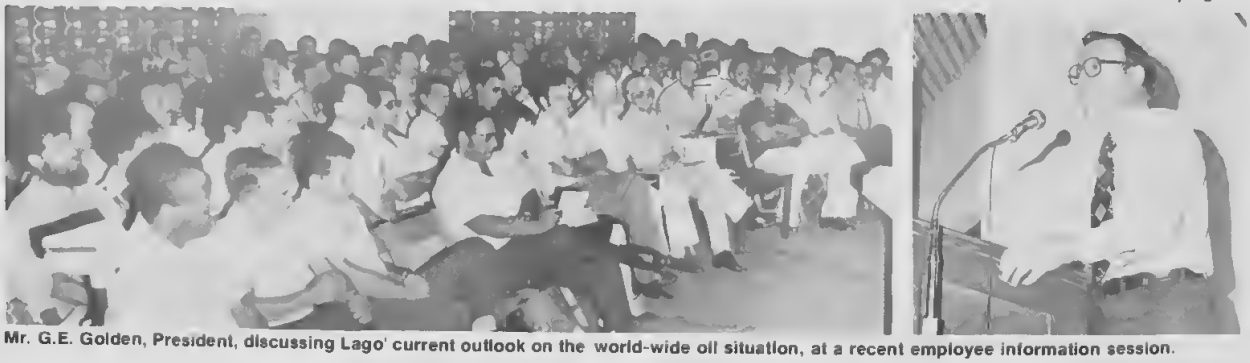
With the U.S. market significantly reduced, foreign oil companies had to find new markets. Competition for outlet became more intensive and prices fell.

Producing governments, however, were unhappy with the prospect of the oil companies reducing prices to reflect this market softening, since this would mean a reduction in their renevues. These governments were determined that their interests would have to be better protected in the future. This was the genesis of the process which ultimately led to OPEC as it is known today.

The Birth of OPEC

In September 1960 government officials of Saudi Arabia,

Cont. on page 7



Mr. G.E. Golden, President, discussing Lago' current outlook on the world-wide oil situation, at a recent employee information session.

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Photographs by: Joe's Photography Service
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Caution Urged in Handling Used Motor Oils

Exxon Corporation has issued a precautionary advice on the handling of used engine oils, and employees and others who are likely to come in contact with used oils are being informed in accordance with the policy of Exxon Corporation

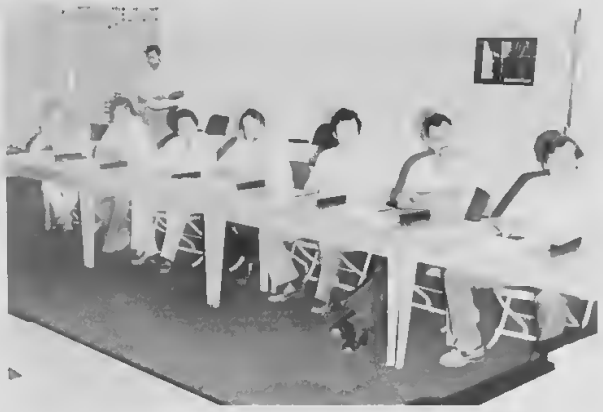
When used in internal combustion engines, lubricating oils regardless of make or origin, can undergo a change Recent studies have indicated that substances produced by this change have caused skin cancer in mice Although the risk to humans in normal circumstances is considered to be slight, Exxon has issued some precautionary advice stressing the need for continued attention to good hygiene practices, when handling used engine oils

Exxon advises that all persons who have contact with used engine oils, including do-it-yourself enthousiasts who may spend considerable time working on engines, should exercise care to avoid prolonged skin contact and maintain good standards of personal hygiene

The following precautions are already being practiced at Lago for all kinds of petroleum products, but they also should be followed at home

PROLONGED, EXCESSIVE OR REPEATED CONTACT WITH ENGINE OIL SHOULD BE AVOIDED Prolonged or repeated contact with any mineral oil product will result in removal of natural fats from the skin leading to dryness, irritation and dermatitis In addition, **used engine oil** contains harmful contaminants and has been shown in laboratory tests to cause skin cancer in mice Some of the mice developed skin cancer following repeated application of used engine oil with no effort to remove the oil between applications

TO PROTECT YOUR HEALTH WHEN HANDLING USED ENGINE OIL, YOU SHOULD
— Avoid prolonged, excessive, or repeated skin contact with used engine oils
— Remove motor oil from the skin
— Wash thoroughly with special hand cleaners and as an alternative soap and water
— A nail brush is an effective aid
— **Do not use** gasoline, diesel fuel, gas oil, thinners or any solvent to clean skin
— Avoid skin contact with oil-soaked clothing
— Do not keep oily rags in your pockets
— Launder dirty clothing before re-use
— Discard oil-soaked shoes



MPT's nobo di Lago, recientemente a ricibi mas informacion tocante trabow na Lago, durante un programa di orientacion.

Mester tin Cuidao tratando cu Azeta Usa de Motor

Exxon Corporation a publica un conseho di precaucion tocante azeta usa di motor y empleadonan y otro hendenan cu ta bini en contacto cu azeta usa, ta ser informa di acuerdo cu e reglanan di Exxon Corporation

Ora cu azeta lubricante ta ser usa den motor di combustion interno, nan ta ser someti na un cambio no obstante nan fabricacion of origen Estudionan recien a indica cu substancianan produci door di e cambio aki a causa cancer di cuero na ratonnan Aunque e risico pa hende den circumstancianan normal ta ser considera leve, Exxon a publica algun conseho di precaucion cu enfasis riba e necesidad pa atencion continuo pa bon practicanan di higiene ora ta trata cu azeta usa di motor

Exxon ta conseha tur personanan cu tin contacto cu azeta usa di motor, incluyendo e personanan cu ta gusta pasa basta hora di nan tempo trahando riba motornan, pa nan pone cuidao pa evita contacto prolonga di tal azeta cu nan cuero y mantene bon nivel di higiene personal

E precaucionnan sigiente ya caba ta ser poni en practica na Lago pa tur clase di productonan di petroleo, pero nan mester wordo sigi na cas tambe

CONTACTO PROLONGA EXCESIVO Y FRECUENTE CU AZETA DI MOTOR MESTER WORDO EVITA Contacto prolonga of repetidamente cu cualquier producto di azeta mineral por resulta cu e vet natural di e cuero ta wordo kita y esaki ta causa secura, iritacion y dermatitis Adicionalmente **azeta di motor usa** ta contene contaminantenan danjino y a ser comproba den testnan di laboratorio cu e ta causa cancer di cuero den ratonnan Algun di e ratonnan a hanja cancer di cuero despues di varios aplicacion di azeta usa di motor ora cu ningun esfuerzo a ser hasi pa kita e azeta entre e aplicacionnan

PA PROTEHA BO SALUD ORA TA TRATA CU AZETA USA DI MOTOR, BO MESTER
— Evita contacto cu cuero prolonga, excesivo of repetidamente ora ta trata cu azeta usa di motor
— Kita azeta di motor for di bo cuero

Cont riba pag 7

Teagle Scholarships Affected by I.R.S. Ruling

In a recently published ruling, the Internal Revenue Service of the United States imposed new conditions with respect to grants made by a private foundation to provide scholarships to employees, and the children of employees of a particular employer

Teagle Scholarship Foundation has applied to I R S for approval to continue its present programs but cannot predict when a final I R S reaction to its request will be received

In view of these circumstances, Teagle Foundation wishes to advise children of Lago employees that some uncertainty exists with regard to their application for scholarships Employees who have applied for the 1982/83 academic year or who intended to apply for Teagle Scholarships are advised not to rely on such support

The I R S ruling does not affect renewals of existing scholarships through the granting of the degree for which the student is now enrolled However, it is not possible now to give the same assurance for subsequent studies leading to higher degrees in any program

PROMOTIONS

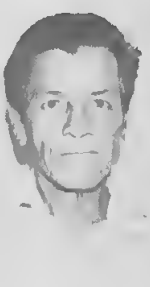
Victor Tjin-Tham-Sjin
Senior Financial Specialist
Controller's Department

Donald Berkel
Engineering Technician/OSD
Technical Department

* SERVICE MILESTONES *

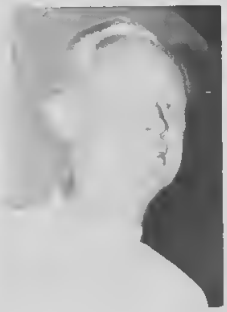
Basil Schmidt
30 years

Arthuro Danies
30 years



Esteban Henriquez
25 years

Willem Lacle
30 years



Dr. Joannes Waasdorp
30 years

Russell Dowling Assumes Temporary Assignment

On April 21, Russell H Dowling, Senior Applications Engineer in the MCS Section of the Technical Department, left on a temporary assignment to Exxon Research and Engineering Company, Florham Park, accompanied by his family There in New Jersey, Russell has been assigned to the Process Control and Simulations Section

Becanan Teagle afecta door di Reglanan di I.R.S.

Den e reglamento recientemente publica, e Internal Revenue Service di Estados Unidos a impone condicionnan nobo tocante donacionnan cu fundacion priva ta hasi pa duna becanan na empleadonan y e jiunan di empleadonan di un dunador di trabao en particular

Teagle Scholarship Foundation a pidi e aprobacion di I R S pa por continua su programanan actual, pero e no por predeci ki tempo e lo haya reaccion final di I R.S pa su peticion

En vista di e circumstancianan aki, Teagle Foundation ta conseha jiunan di empleadonan di Lago, cu cierto incertidumbre ta existi tocante nan aplicacion pa beca
Empleadonan cu a aplica pa e anja escolar di 1982/83 of cu tin intencion pa aplica pa beca di Teagle ta wordo avisa pa no depende di e ayudo aki.

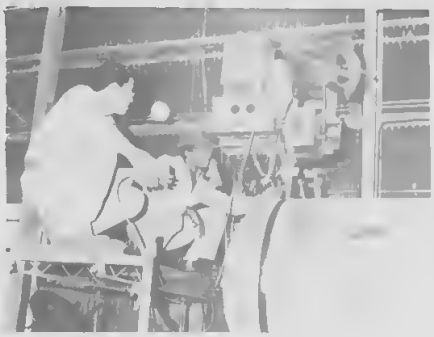
E reglamentonan di I R S no ta afecta e renovacionnan di e becanan existente pa e grado di estudio pa lo cual e estudiante ta inscribi awor Sinembargo, no ta posibel awor pa duna e mesun seguridad pa estudionan di grado mas halto den ningun programa

THE MECHA

E. Cornello and T. Koolman removing the test plate of a new titanium bundle to be used by the L2AR unit.

R. van der Linden and F. Croes, changing the seal of a pump.

H. Rosel, testing a crane alternator.



M. Werleman and E. Rumnit, welding the head of a bundle shell with an automatic submerged welding machine.

R. Feliciano, R. M. parts for equipmer

Refinery equipment requires continuing service and repairs to achieve reliable and safe operations Lago's Mechanical Department is responsible for the repairs to all equipment Field maintenance personnel are the first interface with the operations personnel The Lago's field mechanics are supported by the Mechanical Shops in completing repairs to Lago's equipment Although less visible, the Mechanical Shops are an essential part of Lago's Maintenance program

There are five distinct areas in the Mechanical Shops with a total of 60 employees, including The Pipe/Welding Shop, Metal Shop Garage, Machine/Electrical Shop and Instrument Shop

The Pipe/Welding Shop handles bending, threading and welding operations for maintenance and new constructions Special gaskets are also prepared in this shop Ninety percent of the welding work is associated with piping fabrications although specialty welding on other equipment is also handled in this area

The Metal Shop is responsible for heat exchange bundle repairs and retubing, plate rolling/shaping tinsmithing lead lining, sandblasting, and painting

The Garage provides repair and servicing for the refinery s heavy equipment such as mobile cranes forklifts fire trucks etc

The Machine/Electrical Shops handle pump overhauls electric motor servicing, balancing of rotating equipment an fabrication/repair of specialty machinery components

The Instrument Shop provides repair services for our field instrumentation including gauges, control valves thermocouples, etc In addition, this shop provides specialty services for the self contained breathing apparatus and stress relief machines which are used throughout the refinery

Obviously, the Mechanical Shops provide a wide variety of services to assist the Mechanical Department in keeping the refinery running smoothly How can the personnel in the Mechanical Shops respond to all these demands? Each day the shops are faced with new requests for repairs

The Mechanical Shops Zone Supervisor George Lambrinos working with input from other Mechanical Department Zone Supervisors and Process Foremen, allocates the men in the shops in response to agreed priorities Using these priorities shop schedules for completion of work are established and communicated to the relevant Process and Mechanical Supervisors Meeting these scheduled completion dates is an essential part of the Company's objectives to maintain a reliable and efficient refinery operation and to meet Lago s operating program to meet crude processing and product sales commitments

In an effort to obtain better understanding of the importance of the Mechanical Shops' role in meeting Lago's operational goals and objectives Quality Control Circles have been established These Circles are unique in Lago and based on a Japanese system The Quality Control Circles are designed to give the shop workers the opportunity to become more involved in their work and more committed to operating goals There is much evidence that such involvement and commitment lead to better morale and improved productivity

The shops have established three Quality Control Circles which cover all shops' functions One Circle is involved in work for the Pipe/Welding and Metal Shops A second Circle covers the Garage and Machine/Electrical Shops

A third Circle operates in the Instrument Shop

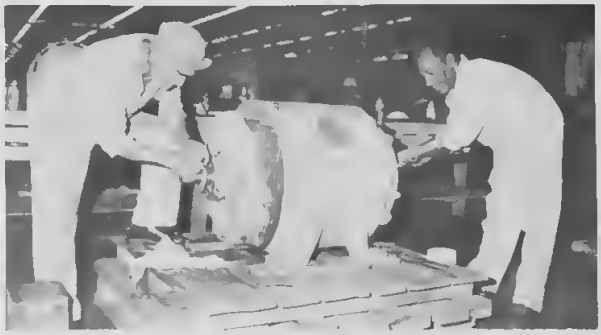
Each of these three Circles meet once a week for one hour These meetings are chaired by a member of the group who is a regular member of the particular shop The Circle reports to the Shop Supervisor responsible for that area An IOWUA Shop Steward attends all meeting to keep the Union advised of conclusions These meetings are intended to provide a forum to discuss methods to make the work safer, easier and faster

Cont on page 8

CAL SHOPS

garoa, making machine.

R. Vrolijk, controlando e cantidad di coriente cu ta pasa den e 'meter prober".



J. Ras y E. Dreischor, armando un motor electrico di Alky 2.

Equipo di refineria ta requeri servicio y reparacion continuo pa logra operacionnan confiabel y sin peligro E Mechanical Department di Lago ta responsabel pa reparacion di tur equipo

Empleadonan di mantencion di planta ta e prome contacto cu e empleadonan di operacion E mecaniconan di planta den Lago ta wordo yuda door di Mechanical Shops den terminacion di reparacion pa equipo di Lago Maske nan ta menos visibel, Mechanical Shops ta un parti esencial di e programa di mantencion di Lago

Tin cinco area diferente den Mechanical Shops cu un total di 60 empleado, incluyendo Pipe/Welding Shop, Metal Shop, Garage, Machine/Electrical Shop y Instrument Shop

E Pipe/Welding Shop ta trata cu operacionnan di mantencion y construccion nobo den doblamento di hero, trahamento di draad y weldermento 'Gaskets" special tambe ta wordo prepara den e shop aki Nobenta porciento di e trabow di welder ta asocia cu fabricacion di tubo, maske cu weldermento special riba otro equipo tambe ta ser trata den e area aki

E Metal Shop ta responsabel pa drecha grupo di tubo den un "heat exchanger", renoba tubo lora y forma plancha, traha plancha di metal, fura chumbo, supla cu santo y verf

E Garage ta provee reparacion y servicio pa tur e equiponan di hopi peso den refineria manera grua, machin pa transporta objetonan pisa, truck di paga candela, etc

E Machine/Electrical Shop ta trata cu plamamento y drechamento di pomp, servicio riba motor electrico, balansamento di equipo rotativo, y fabricacion/reparacion di partinan di machinnan special

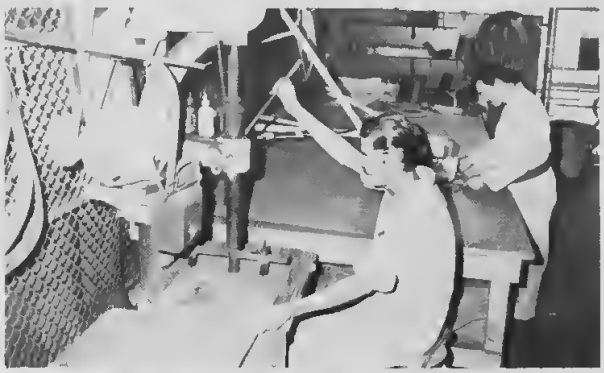
E Instrument Shop ta provee servicionan di reparacion pa instrumentacion di planta incluyendo aparatonan di midi, valvula di control, thermo couples" etc Ademas, e shop aki ta provee servicionan special pa e aparatonan di respiracion independiente y machin pa diminui presion cu ta wordo usa den henter Refineria

Ta visto, cu Mechanical Shops ta provee un variedad grandi di servicio pa yuda Mechanical Department mantene refineria funciona eficazmente Con e empleadonan di Mechanical Shops por responde na tur e exigencianan aki? Tur dia e shopnan ta haya un cantidad di peticion nobo pa reparacion

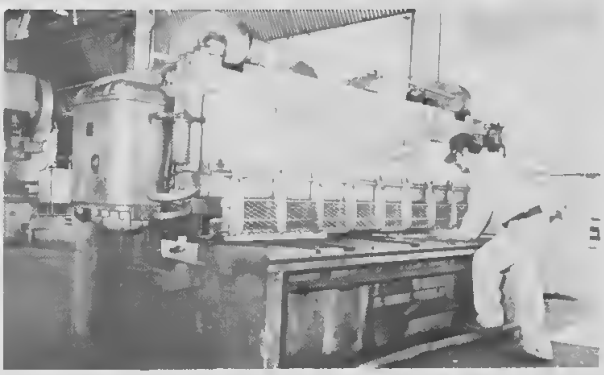
E Mechanical Shops Zone Supervisor, George Lambrinos, trahando cu e cooperacion di Zone Supervisors den Mechanical Department y Process Foremen, ta asigna hende den shops despues di a reuni pa dicidi cualnan ta e trabownan principal

Basa ariba e trabownan principal, programanan cu terminacion di trabow mester wordo estableci y comunica na e supervisor di Process y Mechanical en cuestion

E terminacion di trabownan, na e ora cu a wordo estableci, ta un parti esencial di e obhetivonan di Compania pa mantene e operacion di Refineria confiabel y eficiente y pa Lago su programa di operacion por cumpli cu e compromiso di refinamento di crudo y venta di producto



P. Geerman y R. Koolman trahando "gaskets".



D. Farro, usanoo un machin cu tin e capacidad pa corta metal di 1/2 duim di gordura y 8 pia di largura.

Den un esfuerzo pa haya un mihor comprension di e importancia di e papel cu Mechanical Shops ta hunga den cumpli cu e metanan y obhetivonan di e operacion di Lago, e asina yama Circulo di Control di Calidad a wordo estableci E Circulonan aki ta desinja pa duna e trahadornan di shop un oportunidad pa envolve nan mes mas den trabow y compromete nan mes mas cu metanan di operacion

Tin hopi muestra cu tal envolvimento y compromiso ta causa un mihor estado di animo y un mehoranza den productividad

E shopnan a establece tres Circulo di Control di Calidad, cualnan ta cubri e funcionnan di tur e shopnan Un Circulo ta envolvi e trabownan di Pipe/Welding y Metal Shops E segundo Circulo ta cubri e Garage y Machine/Electrical Shops

Y e di tres Circulo ta di Instrument Shop

Tur e tres Circulonan aki ta topa un biaha pa siman pa un ora largo Un miembro di e grupo, kende tambe ta un miembro

Cont na pag. 8

Balanced Diet: A guide for Health

Good nutrition, contrary to popular beliefs, does not depend on how much one eats but rather on how well one eats So the wealthy are not necessarily the healthy

To refresh the memory, the four basic groups are meat, vegetable/fruit, bread/cereal, and milk products And the six nutrients that are provided in one or more of the four groups are protein, fat, carbohydrates, vitamins, minerals and water

"A balanced diet therefore means that one should eat at least one item out of each of the four basic food groups, and thus each of the six existing nutrients, every day Protein can be found in milk products, meat, bread/cereal, fat in milk products, meat and bread/cereal, carbohydrates in milk products, bread/cereal and vegetable/fruit, vitamins and minerals can be found in all four basic food groups, and water is found in liquid," explained Patsy Bislip, a dietician at the Dr Horacio Oduber Hospital Patsy, who had a partial scholarship from Lago, has a BS degree in Dietetics Management Specialty and is a member of the American Dietetics Association

"When you talk to people about their diet, you realize that many don't know what a good diet consists of and that it is for their own health A balanced diet could be a preventive medicine in itself One should understand that by not following the right diet, one could become subjected to diseases," Patsy said. Nutritional factors do play an important

Patsy, surrounded by fresh spinach and papaya's at Santa Rosa, Aruba.

role in preventing and treating diseases, such as heart disease, obesity and high blood pressure

"The majority of times, what is left out on most family's tables of the four basic food groups, are the fresh fruits and the green leafy vegetables, such as spinach, broccoli, green beans and calalu (which grows abundantly in Aruba). These vegetables and a variety of fruits are available here They have a high nutrient density, which means that proportionally they have many more nutrients than they have calories People here, however, love to eat corn, avocados, plantains and redbeets These are starchy vegetables and they don't have as high a nutrient density They are thus high in calories and fattening," Patsy commented. As to local vegetables such as okra, "calbas largo", pumpkin, beans, and cucumber, Patsy explained· Research has already been done on the nutrient density of the Caribbean vegetables They are high density nutrients and should be consumed I don't think they should be replaced by canned vegetables, since those have lost some of the nutrients during processing before canning, and some becomes lost when the "chief de cuisine" throws away the water from the can "

Patsy also finds that in Aruba people eat too many starches, such as rice, potatoes, funchi, bread and pan bati "These starches are only being used when your body needs them, so when they're not being used they are stored up in the body and thus you gain weight. Many families eat the wrong amount of the wrong item two pieces of meat, potatoes and rice Instead of that combination they could eat one slice of meat, one vegetable, one starch and one fruit

The protein you find in the meat can also be provided by milk products, eggs, and fish, but the high amount of vitamins and minerals you find in vegetables and fresh fruit, you won't find in the same quantity in any other foods '

Another factor in good nutrition stressed by nutritionists is the variety of foods that one consumes According to a report it is important to eat a variety of foods, because they all may contain a different kind or amount of nutrients And so eating a variety would ensure that one consumes all necessary nutrients

There's a lot of truth in the statement "You are what you eat " A balanced diet containing all the necessary nutrients may well be one of the best prescriptions for good health

Patsy na Coruba, halando atencion riba e diferente berduranan obtenibel na Aruba.

Cuminda Balansa: Un guia pa Salud

Bon nutricion, al contrario di creencia popular no ta depende di con hopi un hende ta come, pero mas bien con bon un hende ta come Asina ta cu e hendenan rico no ta necesariamente esnan di mas saludable

Pa refresca e memoria, e cuatro gruponan basico di cuminda ta carni, berdura/fruta, pan/cereales y productonan di lechi Y e seis ingredientenan nutritivo cu ta ser hanja den un of mas di e cuatro gruponan basico di cuminda ta proteina, vet koolhydraat, mineral y awa

"Un cuminda balansa kier meen cu un hende mester come tur dia por lo menos un cuminda di cada un di e cuatro gruponan basico di cuminda y di e manera aki come tur e seis ingredientenan nutritivo existente Proteina ta wordo hanja den productonan di lechi, carni y pan/cereales, vet ta wordo hanja den productonan di lechi, carni y pan/cereales, koolhydraat ta wordo hanja den productonan di lechi, pan/cereales y berdura/fruta, vitamina y mineralnan ta wordo hanja den tur e cuatro gruponan di cuminda basico, y awa ta wordo hanja den liquido," asina Patsy Bislip un dietista na Dr Horacio Oduber Hospital, a bisa Patsy, kende a studia cu un beca parcial di Lago, tin un grado BS den Dietetics Management Specialty y ta un miembro di American Dietetics Association

"Ora cu bo papia cu hende riba nan costumbernan di come, bo ta realisa cu hopi di nan no sa di kiko un bon cuminda ta consisti y cu esaki ta pa nan mesun salud Un cuminda cu ta balansa por ta un medicina preventivo Un hende mester compronde cu si nan no sigi un bon sistema di come, nan por bira sensibel pa malesanan," Patsy a bisa Factornan di nutricion ta hunga un papel importante den prevencion y tratamento di malesanan, manera malesa di curazon, gordura dimas, diebetis, y presion halto di sanger

"Mayoria di biaha, loke mas parti no ta aparece riba e mesa di familianan di e cuatro gruponan di cuminda basico, ta e frutanan fresco y e berduranan di blaadji berde, manera spinazie, brocoli, boonchi berde y calalu (cu ta crese den abundancia na Aruba) E berduranan aki y un variedad di fruta ta disponibel akinan Nan tin un grado halto di ingredientenan nutritivo, loke ta nifica cu proporcionalmente nan tin mas ingredientenan nutritivo cu nan tin caloria Sinembargo, akinan hendenan ta gusta come maishi, awacati, banana y rooibiet Esakinan ta berduranan cu hopi zetmeel y nan grado di ingredientenan nutritivo no ta mes halto cu esnan menciona anteriormente Dus nan tin hopi caloria y nan ta

cont riba pag 7

The H.D.S./Fuel soccer team, champions in the soccer tournament against the government departments.

Azeta Usa . . . (cont di pag. 2)

— Laba bo cuero intensamente cu substancia special di laba man y como alternativa por usa habon y awa
— Un cepillo di unja ta un ayudo efectivo
— No usa gasolin, diesel, gasoil, thinner of cualquier otro solvente pa limpia bo cuero
— Evita pa panja muha di azeta no bini den contacto cu bo cuero
— No tene panja di azeta den bo saconan
— Laba panja sushi (di azeta) prome cu bo bolbe usanan
— Benta afo zapatonan cu ta completamente susha cu azeta

Cuminda Balansa . . . (cont. di pag. 6)

gorda hende liher ' Patsy a comenta Tocante berduranan local manera yambo, calbas largo, pampuna, boonchi y concomber, Patsy a splica
"Investigacion cientifico ya a wordo hasi kaba tocante e valor nutritivo di e berduranan Caribense Nan tin un valor nutritivo halto y nan mester wordo comi Mi no ta kere cu nan mester wordo reemplaza door di berduranan di bleki ya cu eseynan a perde algun di e ingredientenan nutritivo durante e proceso cu ta tuma lugar prome cu nan ponenan den bleki, y algun di e valor nutritivo tambe ta bai perdi ora e hefe den cushina na cas ta benta e awa cu tin den e bleki afo "
Patsy ta hanja tambe cu hendenan ta come demasiado zetmeel na Aruba, manera arroz, batata, funchi, pan y pan bati "E zetmeelnan aki ta wordo usa solamente ora bo curpa tin mester di nan, asina ta cu ora nan no wordo usa, nan ta montona den bo curpa y asina bo ta subi di peso Hopi familianan ta come e cantidad robez di e cuminda robez dos pida carni, batata/arroz En vez di e combinacion aki, nan por come un pida carni, un berdura, un cuminda cu hopi zetmeel y un fruta.
E proteina cu bo ta hanja den carni por wordo hanja tambe den productonan di lechi, webo y pisca, pero e cantidad grandi di vitamina y mineral cu bo ta hanja den berdura y fruta fresco, bo no ta hanja den e mesun cantidad den ningun otro cuminda
Un otro factor di un bon nutricion cu ta wordo enfatisa door di expertonan den nutricion, ta e variedad di cuminda cu un hende ta come Segun un reportahe, ta importante pa come un variedad di cuminda, pasobra tur por contene un diferente sorto y cantidad di ingredientenan nutritivo Asina ta cu comiendo un variedad di cuminda un hende por ta sigur cu elo come tur e ingredientenan nutritivo necesario
Tin hopi di berdad den e dicho cu ta bisa cu "un hende ta, loke e ta come" Un sistema di come balansa conteniendo tur e ingredientenan nutritivo necesario ta un di e mihor recetanan pa salud

G. Tromp, S. Eduarda, J. Croes, M. Geerman, G. Falconi, y L. Janga, recientemente a ricibi nan certificado como Industrial Police Otticers.

Algun empleado di departamentonan Technical y Mechanical, recientemente a participa den un curso di Process Control and Applications.

OPEC . . . (cont. from page 1)

Venezuela, Iran, Iraq and Kuwait met and decided to form the Organization of Petroleum Exporting Countries
The goals of this organization were
— To unify petroleum policies
— To safeguard the interests of its members
— To maintain prices steady and free from all unnecessary fluctuations
With time OPEC expanded its membership with Qatar, Indonesia, Lybia, Abu Dhabi (now the United Arab Emirates), Algeria, Nigeria, Ecuador and Gabon for a total of 13 members, seven of which are Middle Eastern States

OPEC growing up.

In its early days OPEC's principal objective was to increase producing governments' revenues and to harmonize the potentially conflicting oil interests of its members
Slowly it grew in strength as a bargaining entity during the 1960's, dictating prices for crude and products and has succeeded up to now in fulfilling its objectives
The recent era of OPEC/Oil Company relations started in 1970 when the Libyan government restricted oil production at a moment when the world had become increasingly dependent on oil as an energy source and more specifically on OPEC oil Libya succeeded in obtaining sizeable increases in payments from the oil companies to increase its production
Emboldened by their successes in levering up prices and revenues, the oil producing countries in 1971 pressed for increased income in oil production The international companies signed the Tehran Agreement which again encompassed sizeable increases for the producing countries.

A new Concept of Oil Pricing

Until 1973, free market forces coupled with producing government taxes and royalties were the key elements in determination of crude selling prices In the fall of 1973, the Gulf members of OPEC became dissatisfied with the Tehran agreement When negotiations proved inconclusive, the members unilaterally decreed an increase of ± 70 percent in the crude prices.
Effective January 1, 1974 a level was established for a marker crude price (Arab light) of $/B 8 32 versus $/B 3 00 just three months earlier These price increases roughly coincided with the 1973 Middle-East war, the subsequent oil embargo and a general production cutback These events marked the first instance that OPEC took the pricing function completely into its own hands, and it foreshadowed things to come

NEXT ISSUE· OPEC UP TO 1982

Mechanical Shops . . . *Cont. from page 4*

Group members, who are all volunteers, try to find out from the other workers in the shops what they feel about the job, their suggestions for improvements or any questions they may have about job related matters The members of the group present these matters in their meetings and then a healthy interaction of ideas and thoughts takes place They feel that these meetings have caused them to have more initiative, to think of ways to improve and also that it has made them feel more involved in the Company

"I know that the other shop workers who are not in this group feel the same way, because we also involve them

It used to be that an employee would not bother to give a hand to another unless he was told to do so by the supervisor Now everybody is more cooperative Everybody has a positive attitude and there is an atmosphere of harmony in the shops," commented some of the members of the Quality Control Circle Once the Circle decides they have a good idea, they present it to the Mechanical Shops Zone Supervisor who evaluates it on the basis of practical use and cost The employees are then questioned on it and encouraged to explain their viewpoint and why they think they have a valuable idea

If it is decided that the idea is not practical, a complete explanation is given to the Circle members As a result they go back to work with more information and understanding about the business

The Quality Control Circle of the Garage, Machine/Electrical Shops.

This unique experiment in the Mechanical Shops clearly demonstrates one of Lago's Business Philosophy principles "Operating excellence is attainable through the participation and involvement of people and their ideas"

OPEC . . . *(Cont. di pag. 1)*

E reciente era di relacion entre OPEC y Companianan di Petroleo a cuminsa na 1970 ora cu e gobierno di Libya a limita e produccion di petroleo na un momento cu mundo a bira mas y mas dependiente riba petroleo como un fuente di energia, y mas specificamente riba e petroleo di OPEC Libya a logra obtene aumentonan considerable den pago for di e companianan petrolera pa aumenta nan produccion

Curasha door di e exito cu nan tabatin cu hisamento di prijs y entrada, e paisnan productor di petroleo a pone presion na anja 1971 pa un aumento di entrada den produccion di petroleo

E companianan internacional a firma e Convenio di Tehran, cual atrobe a logra aumentonan considerable pa e paisnan productor

Un Concepto Nobo den Prijsmento

Te cu 1973, forzanan di mercado liber hunto cu impuesto y pago di derecho di gobierno, tabata e factornan clave den e determinacion di prijsnan di venta pa crudo

Den otonjo di 1973, e miembronan di OPEC den Golfo a bira descontento cu e Convenio di Tehran Ora e negociacionnan no a yega na nigun conclusion, e miembronan unilateralmente a determina un aumento di ± 70 porciento di e prijsnan crudo

Efectivo dia 1 di Januari, 1974, un nivel a wordo estableci pa un prijs fiho di crudo (light Arabe) di $/B 8 32 compara cu $/B 3 00 di apenas tres luna anterior E aumento di prijs aki a mas o menos coincidi cu e guera di Medio-Oriente na anja 1973, e embargo di petroleo cu a sigi y un reduccion di produccion general E eventonan aki a marca e prome ocasion den cual OPEC a tuma e funcion di prijsmento completamento den su mesun man, y esaki a trese cune un expectativa di locual lo bai pasa

DEN PROXIMO EDICION OPEC TE NA 1982

Mechanical Shops . . . *Cont di pag 5*

regular di un di e shopnan en particular, ta presidi e reunionnan E Circulo ta reporta na e Shop Supervisor cu ta responsabel pa e area ey Un Shop Steward di IOWUA ta atende tur e reunionnan pa trese Union al tanto di tur e conclusionnan cu ta wordo tuma E reunionnan aki ta wordo teni pa provee un forum pa discuti diferente maneranan pa haci trabow cu menos peligro, mas facil y mas liher

E Circulo di Control di Calidad cu ta cubri Metal y Pipe/Welding Shops.

Miembronan di e grupo, cualnan tur ta voluntario, ta purba haya sa for di e otro trahadornan di shop, kiko nan ta pensa di e trabow, ki sugerencia nan por tin pa mehoracion of si nan por tin algun pregunta tocante asuntonan di trabow E miembronan di e grupo ta presenta e asuntonan aki den nan reunion na unda un intercambio saludable di ideanan y pensamentonan ta tuma lugar Nan ta sinti cu e reunionnan aki a yudanan tin mas iniciativa, pensa riba maneranan pa mehora y tambe cu e reunionnan ta haci nan sinti mas envolvi den Compania

"Mi sa cu e otro trahadornan di shop cu no ta den e circulonan aki tambe ta sinti mescos, pasobra nos ta envolve nan tambe Antes tabata asina cu un trahador no lo duna un man na un otro si e no a wordo bisa pa hasi esey door di un supervisor Awor tur hende ta duna mas cooperacion

Tur hende tin un actitud positivo y tin un atmosfera di harmonia cu ta reina den shop," asina algun miembro di e Circulo di Control di Calidad a comenta

E Circulo di Control di Calidad cu ta envolvi Instrument Shop.

Una vez cu e Circulo dicidi cu nan tin un bon idea, nan ta presente na e Mechanical Shop Zone Supervisor, kende ta evalue riba base di uso practico y costo Algun pregunta ta wordo haci na e miembronan y alavez nan ta wordo curasha pa duna un splicacion di nan punto di vista y e motibo pakiko nan ta kere cu nan tin un idea valioso

Si wordo dicidi cu e idea no ta practico un splicashon completo ta wordo duna na e miembronan di e Circulo Como resultado nan ta bolbe trabow cu mas informacion y comprension di e negoshi

E experimento unico aki den Mechanical Shops, claramente ta demonstra un di e principionan di e Filosofia di Negoshi di Lago "Excelencia den operacion por ser logra pa medio di participacion y envolvimento di hendenan y nan ideanan"

MGT. II concludes O.I. continues

Managing conflict analyzing performance, conducting effective counselling, evaluating productivity and solving inter-departmental problems have been topics of discussion thought and planning during the four Management II, Phase 3 sessions, held in May and June of this year at the Lago Training Center in the Administration Building
Management II, Phase 3 was a continuation of Phases 1 and 2 held last year The overall theme for all 3 Phases has been ' Managing Change for Improved Teamwork and Productivity in the 1980 s " Management II is one part of Lago's ongoing Organization Improvement (OI) effort

Each of the 3 phases was attended by Division Superintendents, Section and Zone Supervisors Process Foremen, and other senior professionals Sessions lasted one week each and were conducted as workshops

Participants often attended in department teams of six to nine members to the various sessions In these teams they got a chance to sit together and discuss particular department problems or needs to improve teamwork and productivity

Wilkie Leslie presenting his suggestions for improvement

Starting with presentations of topics and ideas by workshop leaders, participants discussed suggestions for coping with problems in their work areas
Phase 3 dealt specifically with analysis of inter-departmental issues and provided opportunities to request the assistance of other departments in improving productivity
At the end of the week a presentation was made by each workshop team to Department Managers These reports consisted of summaries of individual and group action plans This was not the typical training course action plans relating

Cont. on page 7.

ARUBA ESSO NEWS

Lago Oil & Transport Co., Ltd.

Aruba, Netherlands Antilles

Vol. 42 — No. 5 June/July 1982

MGT. II a termina, M.O. ta continua

Trata cu conflicto, analisa ehecucion, duna conseho di un manera efectivo, evalua productividad y resolve problemanan inter-departamental, tabata e topiconan di discucion, pensamento y planeamento durante e cuatro secionnan di Management II, Fase 3, cu a tuma lugar na Mei y Juni di e anja aki na Training Center di Lago den Administration Building
Management II, Fase 3 tabata un continuacion di Fasenan 1 y 2 cu a wordo teni anja pasa E tema general di e tres fasenan tabata "Maneho di Cambio pa Mehoracion di Trabow den Grupo y Productividad den Anjanan 1980." Management II ta un parti di e esfuerzonan actual di Lago pa Mehoracion di Organizacion (M O).

Algun di e participantenen den un di e secionnen di Manegement II.

Tur e tres Fasenan a worde atende pa Division Superintendents, Section y Zone Supervisors, Process Foremen, y otro profecionalnan di rangonan halto Cada secion a dura un siman y a wordo conduci den estilo di "workshop"
Participantenan hopi biaha a atende den grupo di seis pa nuebe miembro na e diferente secionnan Den e gruponan aki nan a haya un oportunidad pa sinta hunto y discuti problemanan particular di departamento of necesidadnan pa mehora productividad y trabow den grupo.

Cuminsando cu presentacion di topico y ideanan tresi pa dilanti pa dirigentenan di "workshop", participantenan a discuti sugerencianan pa trata cu problema den nan area di trabow

Fase 3 a trata specificamente cu analisis di casonan inter-departamental y a provee oportunidad pa pidi asistencia di otro departamentonan pa mehora productividad
Na fin di e siman, un presentacion a wordo hasi pa kada grupo di "workshop" na Department Managers E reportahenan aki a consisti di resumen di plan pa accion di individuo y grupo

Esaki no tabata un curso di entrenamento comun plan di accion relata directamente na trabow a wordo crea, y participantenan ta keda responsabel na nan supervisor pa nan implementacion, como un parti di Lago su esfuerzo den

Cont. riba pag 8

ARUBA
Lago Oil & Transport Co., Ltd
Aruba, Netherlands Antilles

ESSO NEWS

Editor: Mrs. M. Jansen-Feliciano
Photographs by: Joe's Photography Service
Printer: Verenigde Antilliaanse Drukkerijen N.V.

Ferriss and Cowin join Controller's

Michael B Ferriss is Lago's new Controller since May 1, succeeding Robert E Nurczynski Prior to this assignment, Michael, a Chartered Accountant, was a Corporation Analysis Manager in the Corporation Planning Services Department of Imperial Oil Limited, Toronto, Canada

Charles P Cowin, a former Senior Financial Analyst in the Financial Analysis and Reporting Section of Esso Inter-America's Controller's Department in Coral Cables, has replaced Larry D. May effective July 1 as Financial Reporting and Oil Accounting Administrator in Lago's Controller's Department
Larry will succeed Fabio D. Pabon as Assistant Controller Fabio will complete his assignment at Lago effective August 1

Michael Ferris
Controller

Charney Cowin
Financial Reporting
& Oil Accounting Administrator

Ferriss y Cowin a join Controller's

Michael B Ferriss ta e Controller nobo di Lago desde dia 1 di Mei, reemplazando Robert E Nurczynski Prome cu e asignacion aki, Michael, un Chartered Accountant, tabatin e puesto di Corporation Analysis Manager den Corporation Planning Services Department di Imperial Oil Limited, Toronto, Canada

Charles P Cowin, anteriormente un Senior Financial Analyst den Financial Analysis and Reporting Section di e Controller's Department di Esso Inter-America na Coral Gables, a reemplaza Larry D May efectivo dia 1 di juli como Financial Reporting and Oil Accounting Administrator den Controller's Department di Lago Larry lo sigi Fabio D Pabon como Assistant Controller Fabio lo completa su asignacion na Lago efectivo dia 1 di Augustus.

PROMOTIONS

Emiliano Trimon
Senior Engineering Tachnician
Technical Dapartment

Dominico Marquaz
Enginaaring Associate
Technical Departmant

Teagle ta revisa procedimento di beca

Sigiente na e publicacion cu a wordo hasi anteriormente Teagle Scholarship Foundation a cambia su procedimento conforme na e maneho dicta pa Internal Revenue Service pa asina maximisa e cantidad di becanan cu ta wordo otorga bao di e reglanan di IRS E procedimento cu a wordo revisa ta manera ta sigi

1 Solamento UN di CUATRO aplicacion di jiunan di empleado y pensionista ta wordo otorga Solamente UN den DIEZ aplicacion di empleado ta wordo otorga

2. E seleccion di aplicantenan lo wordo hasi pa e Educational Testing Service, kende na su turno lo notifica e aplicantenan prome cu mita di Augustus, sea cu nan a ser otorga un beca of no

Teagle Foundation revises procedures

Further to its previous communication, Teagle Scholarship Foundation has changed its procedures to conform to the approach dictated by the Internal Revenue Service in order that a maximum number of scholarships can be granted under the IRS rules
The revised procedures are as follows

1 Only ONE out of FOUR applications from children of employees and annuitants can be granted Only ONE out of TEN applications for employees can be granted

2. The selection of applicants will be made by the Educational Testing Service, who will in turn notify the applicants by mid-August whether or not they have been awarded a grant

SERVICE MILESTONES

Emilio Alvsrez
30 years

Charles Lampe
30 years

Timoteo Wiliems
30 years

Hypolito v/d Berg
25 yesrs

Donsld Thurber
25 years

new faces

Roland Lopez
Process

Ricardo Wernet
Process

Ambrosio Thode
Process

Roderick Chirino
Process

Emilio Thiel
Process

Robert Emerencis
Process

Johsnnes Anthony
Process

Rosendo de Psim
Process

Raul Vrolijk
Process

Enrique Semeleer
Mechsnical

Joseph Caton
Mechsnical

Vincent Ellis
Mechsnical

Robert Nicolaas
Mechsnical

Hermsn Croeze
Controllar's

welcome

Dsn Brsdy from ER&E
Technicsl

TIC: One source of information

A refinery is run by people with know-how But people, no matter how knowledgeable, are constantly in search for more or new information At Lago, one source of that information is the Technical Information Center of the Technical Department

The Technical Information Center, or TIC, located on the second floor of the General Office Building, strives to acquire the most up to date technical information necessary to run the refinery Responding to the needs of all engineering personnel are Marie Lioe A Tjam, Willie Wilson, Eric de Cuba and Nick Jacobs, TIC Supervisor

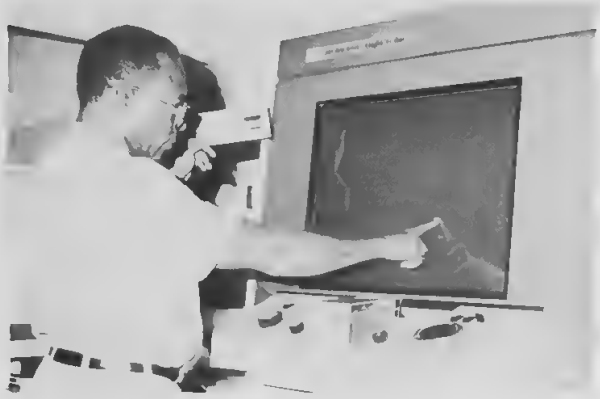
The TIC is divided into two parts, the library and the vault The library contains information under the following categories Technical Reports, Technical Manuals, Commercial Catalogs, Technical Magazines and Technical Books

The Technical Reports comprise all studies at Lago and all studies and research performed at Exxon Research and Engineering This category also involves a documentation section where all technical correspondence generated from the Technical Department, including memoranda, cables, reports and letters of technical value, as well as all information sent to the Technical Department, is stored

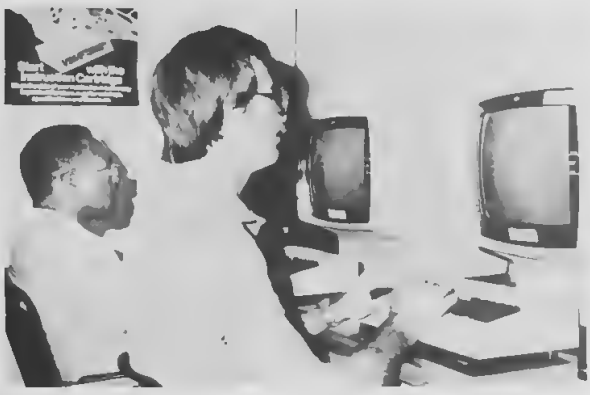
To facilitate the retrieval of the above information, which is available in hardbound or microfiche, a computer produced "KWIC" (Key Word In Context) index is used

Almost all Technical Manuals of importance to Exxon and Lago, such as Basic Practice, Design Practice, and Contractor's Evaluation Manuals are found in the TIC Computer programs used on a regular basis by technical personnel, such as Furnace Pressure Drop Calculations, Standard Meter Analysis, and Safety Valve Selection, are also included in this section

When ordering a component, designing a piece of equipment



To heva a view of the completa drawing, W. Wileon will insert ona of thosa tBM epperture cerde ha ts displaying in the epperture card machine in front of him.



E. Petereon, on the right, le requeeting hie computer progrem to be dispteyed on the "Vollie" computer, white W. Wtison seeks connection with the Storehouee on the CRT.

M. Lioa A Tjam, on the left, showing summer etudent G. Rojer how to handle the microficha reeder/printar.

Confrector'e employee, W. Yerzegaray, producing copiee of emep by using tha "bruning" whtfa printar machina.

or just looking for general technical information an engineer first consults the appropiate index and then proceeds to "search" for the necessary information in the Commercial Catalogs These catalogs are on VSMF (Visual Search Micro Film) cartridges "This system is very convenient The cartridges of course, hold more information in less space than books The VSMF represents commercial catalogs of about 10,000 United States companies Besides, we receive a continuous updating of all information contained in the VSMF cartridges," commented Nick, who brought with him the technical knowledge he gained in the department's Project Engineering Division when he transferred to TIC in 1978

Various industry standards are available on VSMF cartridges, including American Society of Mechanical Engineers (ASME), Institute of Electrical and Electronic Engineers (IEEE), and American Petroleum Institute (API)

Unless one works in the technical field, it would be surprising to know of the existence of so many Technical Magazines Lago itself subscribes to 150 of them, from Architectural Record to Chemical Engineering News to Environmental Science and Technology As to Technical Books, Lago owns about 1500 of them, covering a wide range of topics "All technical books are numbered according to the international standards set by the Library of Congress in Washington," Nick said When browsing in the library one can also find books, magazines and journals on accounting and some of general management interest, such as "American Management Association" and "Computer Science "

A technical library could not be complete without a vault Lago's fireproof vault accomodates about 15,000 engineering drawings made by or for the Project Engineering Division, including the following Equipment Inspection Section (EIS) sketches, process diagrams/designs, piping isometrics and

Cont on page 7

TIC: Un fuente di informacion

Un refineria ta wordo maneha pa hende cu conocimento Pero hende, maske con sabi nan ta, ta busca mas informacion of informacion nobo constantemente Na Lago, un di e fuentenan di informacion ta e Technical Information Center di Technical Department

E Technical Information Center, of TIC, cu ta localiza riba e segundo piso di General Office Building ta hasi un esfuerzo pa adquiri tur e informacion technico di mas reciente, cu ta necesario pa maneha e refineria Marie Lioe A Tjam, Willie Wilson, Eric de Cuba y Nick Jacobs, Supervisor di TIC, ta hasi encargo di e necesidadnan di tur empleadonan den ingenieria

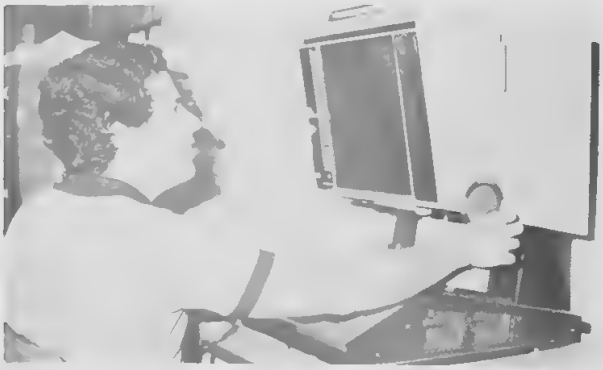
TIC ta dividi entre dos parti principal, e libreria y e vault E libreria ta contene informacion bao di e sigiente categorianan Informe Tecnico, Manual Tecnico, Catalogo Comercial, Revista Tecnico y Buki Tecnico

Informe Tecnico ta inclui estudio conduci na Lago y tur estudio y investigacion conduci na Exxon Research and Engineering (ER&E) E categoria aki ta envolve tambe un seccion di documentacion na unda tur correspondencia tecnico produci pa Technical Department, incluyendo memoranda, cable, reportahe y cartanan di valor tecnico, mescos cu tur informacion manda pa Technical Department ta wordo warda.
Pa facilita e busqueda di e informacion ariba menciona, cual ta disponibel den forma di buki of microfiche, un KWIC (Key Word In Context) index produci pa computer ta wordo usa

Casi tur Manual Technico di importancia pa Exxon of Lago, manera "Basic Practice", "Design Practice" y "Contractor's Evaluation" ta wordo haya den TIC Programanan di computer cu ta wordo usa riba un base regular pa empleadonan tecnico, tambe ta inclui den e seccion aki, manera "Furnace Pressure Drop Calculations", "Standard Meter Analysis", y "Safety Valve Selection "

Un parti di e Technical Information Cantar den e General Office Building. D. Gumbs ta wak den e index di VSMF.

L. Pom, un empleado di contratista, ta rondiando un mapa den vault, mientras cu N. Jacobs y M. Wilson ta chack mapanan di Machenicel.



E. da Cuba te purbe localize e informecion neceserio, despues di a hince e certucho di VSMF den e mechin di microfilm.

"Esaki te a certucho VSFM," N. Jacobs e bisa, "mes di 2000 pegina di informecion te warde ekiden."

Ora cu un ingeniero ordo of disenja parti di un equipo, of na ora di busca algun informacion tecnico, e ta consulta e index apropia prome y despues ta busca e informacion necesario bao Catalogo Comercial Esakinan ta wordo haya den forma di cartucho di VSMF (Visual Search Micro Film).
"E sistema aki ta masha conveniente Ta visto, cu e cartuchonan ta contene mas informacion den menos espacio cu buki VSMF ta representa catalogo comercial di mas o menos 10,000 compania den Estados Unidos Fuera di esey, tur informacion den VSMF ta keda recien constantemente, ya cu nos ta ricibi tur cambio of agregacion cu wordo hasi", Nick a comenta Nick, kende a wordo traslada pa TIC na '78, a trese hunto cu ne e conocimento tecnico cu ela adquiri den Project Engineering Division di e departamento
Varios revistanan di industria ta disponibel riba cartuchonan VSMF, incluyendo American Society of Mechanical Engineers (ASME), Institute of Electrical and Electronic Engineers (IEEE), y American Petroleum Institute (API)

Pa hendenan cu no ta traha riba tereno tecnico, ta sorprendente pa descubri cu ta existi tanto revistanan di interes tecnico. Lago mes ta abona na 150 di nan, di Architectural Record pa Chemical Engineering News, pa Environmental Science and Technology En cuanto e bukinan tecnico, Lago tin den su poder 1500 di nan, cubriendo asina un variedad grandi di topico "Tur e bukinan tecnico ta wordo numera di acuerdo cu e reglanan internacional cu a wordo poni pa e Libreria di Congreso na Washington," Nick a bisa
Mirando rond den libreria, un hende por encontra tambe buki, revista y periodico di boekhouden y di interes general di gerencia manera "American Management Association" y "Computer Science "

Cont. riba pag. 8

OPEP den periodo di desaroyo

Den e ultimo publicacion, a sali un articulo presentando OPEP y e papel cu e ta hunga den e industria petrolera. Esaki ta un continuacion di e articulo ey

E Caso di Participacion di OPEP

Sostene door di nan exitonan, mientras cu e cambionan drastico den prijs tabata tumando lugar, OPEP a trese un asunto nobo dilanti Ela dirigi su miembronan pa establece negociacionnan cu e companianan petrolera pa alcansa participacion beneficioso den e operacionnan den nan pais Na 1972 un Convenio General di Participacion a wordo logra, resultando den un participacion gubernamental di 51% na 1982. E plan di participacion aki tabata di duracion cortico
E eventonan, cambiando constantemente, tabata refleha e delicadez di e convenio di participacion, y e paisnan di OPEP inmediatamente a probecha di nan forza di negociacion

Nivelnan di participacion a escala di tal manera cu e Estadonan den Golfo a logra posee 60% efectivo Januari 1974
Siguientemente, accionnan den posesion di gobierno a aumenta ainda mas Venezuela a nacionaliza tur concesionnan desde dia 1 di Januari, 1976 Na 1980, e accion di e derecho di produccion di e companianan internacional di petroleo tabata menos di 5% Den hopi caso, donjonan di concesion a aregla pa cumpra cantidadnan grandi di crudo for di e companianan nacional di petroleo den e paisnan anfitrion

Cambio den Situacion di Oferta/Demanda

E cambio di prijsnan di petroleo na 1973/'74 a trese cu ne un reduccion mundial den uso di petroleo Como resultado, e produccion di petroleo a keda riba mesun nivel na 1974 na mesun tempo cu recesion tabata penetra economia mundial

Un vista di e refineria di Lago. E dasaroyo di OPEP e hunge un rol grandi ribe tur refinerie di mundo.

E miembronan di OPEP a dicidi di tene e prijs fiho di crudo firme pa asina enfrenta e sobrante di crudo, pero tumando na cuenta e inflacion, e prijs en realidad tabata bahando, deteriorando asina e entrada di e paisnan aki. Diferente miembro a pone presion pa haci aumentonan considerabel, mientras cu Saudi Arabia a tuma un posicion mas modera y a logra convence su socionan pa mantene e prijs fiho di crudo di e light Arabe na $/B 12 70 durante 1978 Mientras cu mundo tabata recobra di recesion, e produccion di OPEP a hisa atrobe

Impacto di Revolucion Iranes

Ora cu problemanan politico a cuminsa diripiente na Iran na fin di 1978, e produccion di e pais ey a baha y incertidumbre di e futuro seguridad di productonan disponibel a absorba e atencion di consumidornan di rond di mundo Un plan anterior pa hisa e prijs di mercado di crudo cu un averahe di 10% durante 1979, cu ahustenan kada trimester, a wordo cancela un poco despues door di e eventonan aki
E exportacion di Iran a wordo suspendi completamente na fin di December 1979 y prijsnan riba mercado liber a subi Pasobra nivel di inventorio mundial a baha y pasobra tabata existi miedo cu lo bin un desrupcion atrobe den e cantidad di petroleo obtenibel, cumpradornan di petroleo a sigi haci oferta pa petroleo vigorosamente Maske cu e ahuste di prijs pa 1979 a wordo accelera, algun miembro di OPEP a probecha di e prijsnan mas halto cu nan a haya riba mercado liber, cual a resulta den un quiebra di e sistema di prijs unifica di OPEP

CONTINUACION DEN PROXIMO EDICION

OPEC in a period of development

In last's issue, an article presenting OPEC and its role in the oil industry was published. This is a continuation of that article

OPEC's Participation Issue

Buoyed by their successes, while the foregoing dramatic pricing changes were occurring, OPEC raised a new issue
It directed its members to establish negotiations with the oil companies to achieve effective participation in the operations in their countries In 1972 a General Participation Agreement was reached, leading to a final 51% government participation in 1982 This participation timetable had a short life The rapidly changing events were mirrored in the fragility of these participation agreements and the OPEC countries were quick to take advantage of their bargaining strength
Participation levels were escalated so that most of the Gulf States achieved 60% ownership effective January 1974
Government ownership shares have increased even further subsequently Venezuela nationalized all concessions as of January 1, 1976. In 1980 the share of production equity by the international oil companies was less than 5% In many cases concession owners have arranged to purchase substantial volumes of crude from the national oil companies in their host countries

1974 Turnabout in Supply/Demand Situation

In 1973 - '74 oil price changes quickly brought about a worldwide reduction in petroleum consumption The result was that oil production leveled out in 1974 as recession permeated the world economy To cope with the crude surplus the OPEC members decided in 1976 to hold the marker crude price steady, but taking inflation into account, the real price was in fact falling, deteriorating the real revenues of these countries Several members pressed for substantial increases, while Saudi Arabia, taking a more moderate position, succeeded in

Cont. on page 7

On the left, Simon Geerman, one of the conductors of the Self Contained Breathing Apparatus training course, welcomed one of the participants who succeeded in saving the fire "victim". P. Rasmijn, also conductor, stayed inside the smokehouse to make sure all went well. On the left, participants were awaiting their turn.

TIC . . . (cont. from page 4)

informal sketches for non-construction purposes Also found in the vault are Project Engineering job files - which contain information the engineer uses before embarking on a project - and Mechanical Catalogs - which contain information compiled after completion of the project

For the past year TIC has been working on a Vault Consolidation Program "We are in the process of simplifying the method of locating drawings and will eventually eliminate obsolete material In order to accomplish this the aperture card system will be reinstituted With this system it is possible to view a complete drawing from an IBM card The reader-/printer aperture card machine can also produce a copy of the drawing About 60% of all drawings are already on this aperture card system and we are working on the rest," Nick said He also remarked that one of TIC's long-term objectives is to incorporate all documentation and paper catalogs on the microfiche system

Besides the microfiche, which contains 98 regular pages of information per 4"×6" microfiche, and the microfilm, which contains 2000 regular pages of information on one roll of film, TIC has other facilities to efficiently assist engineering personnel The newly acquired "Vollie" computer, for instance, can provide access to a variety of computer programs available in the IBM system without the use of key punch cards Corrections to the programs can be made directly on this Cathode Ray Tube (CRT). One CRT for the Storehouse Material Computer system is also located in the TIC Before embarking on a project, technical personnel can consult this computer to see if needed material or product is available in the Storehouse, and, if so, the price and quantity available

To facilitate the acquisition of urgent requests, a Direct Dialing Telephone service (DDT) was recently installed at the TIC When needed information is not available here, ER&E is contacted

To keep all technical personnel, and others interested, up to date on the latest publications/information received, TIC publishes a monthly newsletter called "Informacion Nobo."

As the TIC is striving to produce a broad range of necessary technical information, an abundance of information is available right here.

And if it is not here, the TIC will try to get it!

MANAGEMENT II . . . (cont. from page 1)

directly to the job were created, and participants remain responsible to their Supervisors for their implementation as one part of Lago's Organization Improvement effort. Key action plans accepted by Department Managers are regularly monitored at each level up to and including Lago's Management Committee

The earlier phases of Management II dealt with such issues as defining goals and objectives, developing teamwork, improving discussions skills, managing change and defining productivity measures and targets

During Phase I, activities were focused on the results of surveys among the participants' subordinates These were real issues coming from the workgroup Action plans were developed to address these issues and these plans were taken back and reviewed with Supervisors as well as subordinates

A question raised from time to time by participants and others is "How will other employees, those that did not attend the program, benefit from Management II?"

"The question is a fair one, but needs to be asked differently to see where Management II really fits in," said Marciano Angela, Manager of the Special Projects Department. "Actually, the Management II program is one part of a company-wide organization improvement effort. It is a major step in our effort to improve teamwork and productivity at Lago As we begin to improve the way we work together, as we improve communications, and as people direct themselves more toward achieving operating excellence, then we will all benefit from the program. It will help to make the company a better place to work "

To some extent, activities are in progress in all the departments and at all levels Examples of these are the Quality Control Circles in Mechanical, and inter-department steering committees of Process, with Mechanical and Technical participation, addressing specific areas of improvements such as combustion

"Improving performance at Lago means taking a critical look at what we are doing and how we are doing it. It is a process that goes on continuously and one cannot predict where you will find opportunities for improvement.

"We have identified some areas to date and given people some skills and alternatives The pay-off is whether we choose to use these skills and how well we use them.

"We have begun a process that hopefully will be continuous at Lago. How good we become is up to us," said Joseph Quinton, Assistant Manager of the Employee Relations Department

OPEC . . . (cont. from page 6)

convincing its partners to maintain the Arabian light marker crude price at $/B 12 70 throughout 1978. As the world recovered from recessions, the OPEC production rose again.

Impact of Iran's Revolution

As political problems erupted in Iran at the end of 1978, production in that country fell and uncertainty about future security of supplies gripped world consumers A former plan to raise the price of the market crude an average of 10% during 1979 in quarterly adjustments was soon cancelled by these events

Iranian exports were suspended completely in late December 1979 and prices on the spot market soared Because world inventory levels had been drawn down and fears of further supply disruption persisted, buyers continued vigorous bidding for supplies Although the price adjustments for 1979 were accelerated Some OPEC members took advantage of premiums on the spot market which resulted in a breakdown of OPEC's unified pricing system.

CONTINUATION IN NEXT ISSUE

The Controller's softball team recently organized a tournament in honor of Robert Nurczynski, former Controller.

MANAGEMENT . . . *(cont di pag 1)*

Mehoracion di Organizacion Plan di accion clave cu ta wordo accepta pa Department Managers ta wordo dirigi riba kada nivel incluyendo te cu Comite di Gerencia di Lago
E fasenan prome di Management II a trata cu puntonan manera definicion di meta y obhetivo, desaroyo di trabow den grupo y mehoracion di abilidad di discucion, maneho di cambio y definicion di medida y meta di productividad
Durante Fase I, actividadnan a wordo enfoca riba e resultado di encuestanan hasi entre subordinadonan di e particıpantenan Esakinan tabata puntonan di situacion real cu a wordo tresi pa dilanti pa e grupo di trabow Plan di accion a wordo desaroya pa trata cu e puntonan ey y despues a wordo hiba trabow na unda supervisors y subordinadonan por a repase
Un pregunta cu particıpante y otronan sa hasi de vez en cuando ta "Con otro empleado, esta esnan cu no a atende e seccionnan, por beneficia di Management II?"
"Esey ta un bon pregunta, pero e mester wordo puntra di un manera diferente pa wak na kiko Management II realmente ta pertenece," Marciano Angela, Manager di Special Projects Department, a bisa "En realidad, e programa di Management II ta un parti di e esfuerzo pa mehoracion di organizacion di henter e Compania E ta un paso mayor den nos esfuerzo pa mehora trabow den grupo y productividad na Lago Mientras cu nos ta mehora e sistema den cual nos ta traha hunto, mehora comunicacion, y ora hendenan conduci nan mes pa alcanza excelencia den operacion, e ora nos lo beneficia di e programa E Compania lo bira un mihor lugar pa traha "
Te na cierto grado tin un cantidad di actividad den progreso den tur departamento y riba tur nivel Ehempel di esakinan ta e Circulo di Control di Calidad den Mechanical, y un comite di dirigente inter-departamental di Process, cu particıpacion di Mechanical y Technical, tratando cierto areanan di mehoracion manera combustion
"Mehoracion di ehecucion na Lago ta nifica hasi un examinacion di locual nos ta hasi y con nos ta hasie E ta un proceso continuo y bo no por predeci na unda bo lo haya oportunidad pa mehoracion Te awor aki nos a identifica algun area y nos a duna hende algun abilidad y alternativa E probecho ta depende di si nos scoge di usa nos abilidadnan y con bon nos lo usa nan Nos ta cuminsa cu un proceso cu nos ta spera di ta continuo na Lago Con bon nos lo bira ta depende di nos," Joseph Quinton, Assistant Manager di Employee Relations Department, a bisa

Lasila Lajuez, di Machanical, cu ta collacciona stampia como hobby, a organizá e juventud di YMCA, San Nicolas, pa prasanta un collaccion grandi di stampia di diferenta pais.

TIC . . . *(cont di pag 5)*

Un libreria tecnico lo no ta completo sin un vault E vault di Lago, cual tin proteccion contra candela ta acomoda mas o menos 15,000 mapa di ingenieria hasi pa of door di Project Engineering Division incluyendo lo sigiente dibuho di Equipment Inspection Section (EIS) diagrama/disenjo di refinacion, tuberia isometrico y dibuhonan informal cu no ta intenciona pa construccion Tambe tin den e vault, archivo di trabow di Project Engineering - cual ta contene informacion e ingeniero ta usa prome cu e embarca riba un proyecto - y Mechanical Catalogs - cual ta contene informacion compila despues di teminacion di e proyecto
Desde anja pasa, TIC ta trahando riba un Programa pa Consolida e Vault 'Nos ta den e proceso pa simplifica e metodo di localiza mapa y eventualmente nos lo elimina tur material cu ya no por wordo usa mas Pa nos logra esaki e "aperture card system" lo wordo poni den uso atrobe Cu e sistema aki lo ta posibel pa wak un mapa por completo for di un carchi di IBM Ya kaba mas o menos 60% di tur mapa ta poni riba e 'aperture card system" aki y nos ta trahando riba e resto Nick a bisa Ela remarka tambe cu un di e obhetivonan a largo plano di TIC ta pa incorpora tur documentonan y catalogonan di papel riba e sistema di microfiche

Fuera di microfiche, cual ta contene 98 pagina regular di informacion riba un microfiche di 4" × 6", y microfilm cual ta contene 2000 pagina regular di informacion riba un rol di film TIC tambe tin otro facilidadnan pa yuda empleadonan den ingenieria eficientemente Por ehempel e computer Vollie cu recientemente a wordo adquiri por provee entrada na un variedad di programa di computer cu ta disponibel via e sistema di IBM, sin cu mester usa "key punch cards 'Correccion riba e programa por wordo hasi directamente riba e Cathode Ray Tube (CRT) aki
Un di e CRTnan di e Sistema di Computer pa Material na Storehouse tambe ta localiza den TIC Pome cu cuminsa cu un proyecto, empleadonan tecnico por consulta e computer aki pa wak si e material of producto necesario ta disponibel den Storehouse, y si ta asina, nan por wak e prijs y e cantidad obtenibel

Pa facilita e adquisicion di pedidanan urgente, un servicio directo di yamada telefonico (DDT) a wordo instala na TIC recientemente Ora informacion necesario no ta disponibel akinan, contacto ta wordo tuma cu ER&E

Pa tene tur empleado tecnico y esnan interesa informa di tur publicacion/informacion mas reciente cu TIC ta ricibi TIC ta publica un noticiero mensual yama "Informacion Nobo

Ya cu TIC ta hasi un esfuerzo pa produci un variedad di informacion tecnico necesario, un abundancia di informacion ta disponibel akinan mes Y si e no ta akinan TIC lo purba haye

Bill Rankin Jr., son of Scoutleader William Rankin, recently received the Eagle Award for his Seroe Colorado altar project, as did Steven Schuld and Frank Goley for their projects (article published in April issue).

EXXON RESTRICTS CAPITAL INVESTMENTS

Lago special projects affected

Due to world-wide market conditions and the uncertain outlook in the oil industry, Exxon has called on all affiliates, including Lago, to restrain capital investments. Most of Lago's major capital projects planned during the past few years have been affected by this restraint. Those projects, estimated to cost over $100 million and planned for execution over a period of five years, are being overseen by the Special Projects Department established in September of 1980.

In March of 1981, Lago signed a contract with Procon Incorporated, an international engineering/construction company, to be the prime contractor for the engineering, procurement and construction of these special projects.

These projects included a Grassroots Butane Isomerization Unit, the Utilities Modernization Project, Visbreaker Debottlenecking projects, and a large number of energy conservation projects resulting from an energy conservation survey conducted by ER&E in early 1980.

"Upon receipt of the capital restraint notice from Exxon, as well as changes in other economic factors, the total budget for these special projects was reduced to about $60 million over the same time period (through 1985). At this level of capital expenditure it is more cost effective for Lago to assume complete responsibility for construction of these projects, utilizing local contractors directly, rather than through the prime contractor," said Marciano Angela, Manager of the Special Projects Department.

(Cont. on page 7)

ARUBA ESSO NEWS

Lago Oil & Transport Co., Ltd.

Aruba, Netherlands Antilles

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EXXON TA REDUCI CAPITAL DI INVERSION

Proyectonan di Lago a wordo afecta

Como resultado di e condicion mundial di mercado y e incertidumbre di e industria petrolera, Exxon a haci un yamada riba tur su afiliadonan, incluyendo Lago, pa pone un restriccion riba inversion di capital.

Mayoria di e proyectonan cu ta exigi mas hopi capital, cu a wordo planea durante e ultimo anjanan, a wordo afecta pa e restriccion aki. E proyectonan ey, calcula na un gasto di mas di $100 miyon y planea pa ehecucion den un periodo di cinco anja, ta wordo maneha pa Special Projects Department, cual a ser estableci na September 1980.

Na Maart 1981, Lago a firma un contract cu Procon Incorporated, un compania internacional di ingenieria y construccion, pa ta e contratista principal di ingenieria, percuracion y construccion di e proyectonan special aki. E proyectonan ta inclui un Unidad nobo pa Isomerizacion di Butano, un Proyecto di Modernizacion di Utilidad, Proyecto di Conversacion di Visbreaker, y un cantidad di proyectonan pa conservacion di energia cu a wordo planea despues cu un enquesta di conservacion di energia a wordo conduci pa ER&E na comienzo di 1980.

"Ora cu Lago a ricibi notificacion di Exxon pa restringi capital, y ora cu cambionan a tuma lugar den economia, e presupuesto total di e proyectonan special a wordo baha te cu $60 miyon durante e mesun periodo (te cu 1985).

Na e nivel aki di gastonan di capital, a resulta di ta mas economico pa Lago tuma tur responsabilidad pa construccion di e proyectonan, usando contratistanan local directamente, en vez di traha via e contratista principal (Procon)," Marciano Angela, Manager di Special Projects Department, a bisa.

Un convenio cu Procon a wordo haci den cual Procon a haci entrega di tur responsabilidad di construccion desde dia 1 di Juli, 1982. Sinembargo, Procon lo sigi encarga cu ingenieria y percuracion di actividadnan di e proyectonan, y un cantidad chiquito di miembronan di gerencia di construccion di Procon a wordo integra den e organizacion di construccion di Special Projects, encabeza pa Luis Anjie.

(Cont. riba pag. 6)

Siete graduado di school secundaria a obtene un beca di Lago pa sigi un estudio den exterior. Pará, di robez pa drechi, Willem Brinkman, Edward Oduber, Yat Ming Than y Rene de Meza. Sintá, Arturo Croes, Mabel Arends y Harry Le Grand.
(Articulo riba pag. 2)

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LSF awards seven, and renews 54 grants

The Lago Scholarship Foundation, in its 26th year of existence, has granted seven new scholarships and renewed 54 grants for the 1982/1983 school year.

Up to this year, Lago has made it possible for 441 persons to acquire a profession abroad, starting with the first 40 grants awarded at the Foundation's birth in 1957.

All applicants for Lago scholarships are subjected to the following criteria: results of the Lago test and the Scholastic Aptitude Test, the applicant's scholastic record, whether the chosen college/university is accredited and professionally recognized, whether the desired course of study would fulfill Aruba's needs, and the applicant's financial need.

"Based on the above, the LSF Board, consisting of six members, decides which applicants have the most potential for successfully completing their studies.

As long as children of Lago employees - who meet the above criteria - have a good chance of succeeding in their course of study, they will be given priority over non-employee's children," said Carlos de Cuba, Secretary-/Treasurer of the LSF.

During his study, the student has to maintain acceptable grades as stipulated in the academic standards set by the Foundation.

"The only other obligation the recipients of Lago scholarships have is to return to Aruba upon graduation and work here for a minimum of three years. They are not required to work at Lago, although it is hoped they will apply at Lago upon completion of their studies," said Carlos.

The new recipients of the 1982/1983 Lago scholarship awards are as follows: Mabel Arends, daughter of Everaldo Arends of the Controller's Department, Chemical Engineering, Tulane University; Willem Brinkman, son of Willem Brinkman of the Industrial Security Department, Electrical Engineering, University of South Carolina; Edward Oduber, son of annuitant Hendrik Oduber, Chemical Engineering, Worcester Polytechnic Institute; Harry Le Grand, son of annuitant Nivola Le Grand, Electrical Engineering, Polytechnic Institute of New York; Yat Ming Than, Mechanical Engineering, Worcester Polytechnic Institute; Arturo Croes, Electrical Engineering, University of Hartford, and Rene de Meza, Mechanical Engineering, HTS Haarlem

On behalf of Lago, congratulations and success!

Willem Brinkman, father and son, signing the LSF contract in the presence of C. de Cuba.

Mabel Arends hunto cu su tata Everaldo Arends di Controller's ta scuchando atentamente na e splicacion cu G. Nicholson ta duna di e contract di beca.

LSF a otorga 7 beca y ta renoba 54

Lago Scholarship Foundation, den su di 26 anja di existencia, a otorga siete beca nobo y a renoba 54 beca pa e anja escolar di 1982/1983.

Te cu e anja aki, Lago a haci posibel pa 441 persona adquiri un profesion den exterior, cuminzando cu e prome 40 becanan otorga na e principio di e establecimento di e Fundacion na 1957.

Tur cu aplica pa un beca di Lago ta suheto na e siguiente criterionan: resultado di e test di Lago y e Scholastic Aptitude test, e aplicante su gradonan di school, si e lo scoge un colegio universidad acredita y profesionalmente reconosi, si e estudio cu e ta desea di siglo ta nan necesidad na Aruba, y e aplicante su necesidad financiero.

"Basa riba locual a wordo menciona aki riba, e directiva di LSF, consistiendo di seis miembro, ta decidi cual aplicantenan tin mas potencial pa termina nan estudio exitosamente. Mientras cu jiunan di empleado di Lago - cualnan ta qualifica segun criterionan ariba mencionada - tin un posibilidad grandi di termina nan estudio cu exito nan lo hanja prioridad riba jiunan di no-empleado," Carlos de Cuba, Secretario Tesorero di LSF a bisa.

Durante su estudio, e studiante mester mantene gradonan aceptable, manera ta stipula den e reglanan academico di e Fundacion.

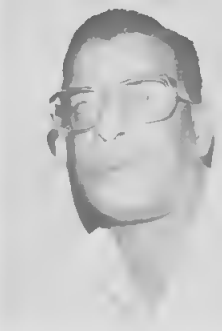
"E unico otro obligacion cu esnan cu a hanja beca di Lago tin, ta regresa Aruba despues di graduacion, y traha akinan pa un minimo di 3 anja. No ta obligatorio pa nan traha na Lago, aunque ta wordo spera cu nan lo aplica na Lago ora nan completa nan estudio," Carlos a bisa.

Esnan cu a ricibi beca di Lago pa 1982-1983 ta manera ta sigi: Mabel Arends, jiu di Everaldo Arends di Controller's Department, Ingenieria Quimica, Tulane University, Willem Brinkman, jiu di Willem Brinkman di Industrial Security Department, Ingenieria Electrica, University of South Carolina; Edward Oduber, jiu di pensionista Hendrik Oduber, Ingenieria Quimica, Worcester Polytechnic Institute; Harry Le Grand, jiu di pensionista Nivola Le Grand, Ingenieria Electrica, Polytechnic Institute of New York, Yat Ming Than, Ingenieria Mecanica, Worcester Polytechnic Institute; Arturo Croes, Ingenieria Electrica, University of Hartford; y Rene de Meza, Ingenieria Mecanica, HTS - Haarlem.

Na nomber di Lago, masha pabien y exito!

SERVICE MILESTONES

Hyacintho Carolina
30 service years



Rene Lamp
30 service years

Mederica Albus
25 service years

Michel Landaiche
25 service years

** NEW FACES **

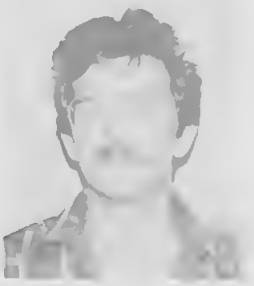
welcome

Lilian Fortin
Controller's

Luis Rasmijn
Mechanical

Serio Romney
Mechanical

Ellen Sklaver from ER&E
Technical



Rudolf Dorsman
Technical

Edwin Young
Technical

Gerard Geerman
Mechanical

Rigoberto Maduro
Mechanical

John Toney
from Baton Rouge Refinery
Technical

Albert Dirksz
Mechanical

Roland Colina
Mechanical

Romualdo Werleman
Mechanical

Participante den un curso di Statistiek, instrui pa Leonard Hartmann di Controller's Department.

OPEC
A look into the 80's

In the last two issues, the background, birth and development of OPEC was presented.
The following part is the conclusion of that series of articles.

In response to this problem (the breakdown of OPEC's unified pricing system, resulting from the Iranian Revolution in 1979) and to the fierce upward pressure of demand, and in an effort to narrow the price gap within the organization, the price of Arabian light was raised several times in 1979 and up to $/B 28 as of May 1, 1980.
In November 1980 the Arab light was increased to $/B 32, while in October 1981 it went to $/B 34.
These price increases coincided with a general economic recession that caused some decline in product demands. More important, however have been the results of the oil consuming countries' efforts for conservation and substitution of the overpriced products resulting in a total world demand drop of 8% in 1981.

OPEC in 1982

The organization started 1982 expecting a reversal of 1981's crude oil demand slump. But the market discredited that projection in January despite the severe weather during that month.
The members were under pressure to reduce their output to the level of demand and in an emergency meeting held in March it was decided to establish a production ceiling of 17.5 MBD versus 20.7 earlier 1982 and maintain the crude marker price at $/B 34.
According to OPEC, this reduction in production is sufficient to eliminate the current surplus of stocks and stabilize the market by 3rd quarter of this year. If stronger actions are still required the Saudi's may cut deeper to ease the downward pressures on spot markets. It is felt that once buyers are convinced that OPEC's actions will arrest the price pressures and that the marker price will hold, a steadily stronger call will be made on production.
Some analysts on the other hand consider the $/B 34 crude marker price unrealistically high and feel that some OPEC countries might cut their prices unilaterally to boost sales and maintain their revenues. This can jeopardize OPEC's pricing structures and with the seasonal summer slump in demand, frictions within the organization are likely to increase.
Time will tell!

OPEP
Den anjanan '80

Den e ultimo dos edicionnan, e background, nacemento y desaroyo di OPEP a wordo presenta. E siguente parti ta e conclusion di e serie di articulo ey.

Como un reaccion riba e problema aki (e quichra di e sistema di prijs unifica di OPEP, cu a resulta di e Revolucion Iranes na 1979) y riba e acceleracion di presion pa demanda, y den un esfuerzo pa reduci e diferencianan den prijs den e organizacion, e prijs di e light Arabe a wordo aumenta diferente hiaha na 1979 y te cu $/B 28 desde 1 di Mei, 1980.
Na November 1980, e light Arabe a wordo aumenta na $/B 32, mientras cu na Octobei 1981 cla subi na $/B 34.
E aumento di prijs aki a coincidi cu un recesion economico general cu a causa algun reduccion den demanda pa producto.
Sinembargo, mas importante ainda tabata e esfuerzonan cu paisnan consumidor di petroleo a haci pa conserva y substitui e productonan cu tabatin prijsnan demasiado halto, resultando den un reduccion total di 8% di demanda mundial na 1981

OPEP na 1982

E organizacion a cuminsa 1982 sperando un cambio den e fracaso di demanda di petroleo crudo den 1981 Pero e mercado a desacredita e proyeccion ey na Januari apesar di e invierno severo durante e luna ey
E miembronan di OPEP tabata bao presion e ora ey pa reduci nan produccion na e nivel di demanda y den un reunion di emergencia cu a wordo teni na Maart, a sedicidi pa establece un produccion maximo di 17 5 MBD compara cu 20.7 na comienzo di 1982, y mantene e prijs fiho di crudo na $/B 34.
Di acuerdo cu OPEP, e reduccion den produccion aki ta suficiente pa elimina e sobrante actual di producto y stabiliza e mercado pa e di tres trimester di e anja aki Si ainda accionnan mas fuerte ta necesario, e Saudi-nan lo reduci produccion mas ainda pa disminui e presion cu tin pa baha prijs riba mercado liber
Ta existi un sentimento cu una vez cu cumpradonan ta convenci di cu OPEP su accionnan lo detene e presion di prijs, y cu e prijs fiho lo wanta, un yamada cada vez mas fuerte lo wordo haci pa aumenta produccion.
Algun analista, di otro banda, ta considera e prijs fiho di crudo di $/B 34 demasiado halto y ta sinti cu algun paisnan di OPEP lo por baha nan prijs unilateralmente pa aumenta nan venta y mantene nan entrada.
Esaki por trese OPEP su structura di prijs den peligei, y awor, cu e demanda floho cu regularmente ta tuma lugar den verano, probablemente desacuerdonan den e organizacion lo aumenta.
Tempo lo bisa.

Twelve Mechanical Department employees successfully completed a course in Basic Electronics and Electricity.

Your choice: smoking or health?

Commercial advertising gives smoking a clean, fresh image: A healthy looking man riding a horse in a wide green field, enjoying his cigarette. Does that image portray reality?

Research on smoking has not yet been conducted in Aruba, hut according to a U.S. government report, "cigarette smoking is clearly identified as the chief preventable cause of death in our society and the most important public health issue of our time."

Smoking in the U.S. alone is responsible for some 340,000 deaths annually.

Financially speaking, smoking accounts for $13 billion a year spent on smoking related health care and at least another $25 billion in lost production and wages.

It could not be said any stronger! What advertising claims, facts contradict.

While science is trying to find solutions to solve mankind's problem of temporary existence, smokers are voluntarily reducing their life span by a few years: A smoker actually doubles his risk of dying before the age of 65. Even smokers of cigarettes with low tar and nicotine concentration have higher death rates than non-smokers, as they have the tendency to satisfy their desire for nicotine by smoking more and by increasing the degree of inhalation.

Heart trouble, chronic lung and respiratory diseases, lung cancer, cancer of the lip, tongue, mouth, throat and urinary bladder are some of the diseases caused by smoking. According to the World Health Organization report, in countries where smoking is widespread it accounts for 90% of lung cancer deaths and 75% of deaths from bronchitis. In other words, 90 out of a hundred deaths caused by lung cancer and 75 out of a hundred deaths caused by bronchitis could have been avoided if those individuals never took up smoking!

Lung cancer, which accounts for a fourth of all cancer deaths, fails to respond to treatment. According to a report: Only 10% of its victims survive five years after diagnosis.

Not surprisingly, parallel studies have shown that lung cancer is soon likely to replace breast cancer as the leading cause of cancer deaths among women. There has in recent years been a steady increase of smoking among women.

As if it were not enough to endanger one's own life, pregnant women who smoke can cause the deformation or death of their own fetus. One doctor said that "you could see the child suffocate in the matrix ... probably suffering from a temporary lack of oxigen." If this child is not aborted from the mother's womb, he might have a lower than normal weight at birth, have a premature birth, die right after birth or live with birth defects. Justifiably then, the World Health Organization is trying to promote the idea that non-smoking should be regarded as a "normal social behaviour."

Not even adult non-smokers can escape the dangers caused by smoking. When accompanied by a smoker, or

(Cont. on page 6)

The summer training students attended an orientation program to become more familiar with their surroundings at Lago. A total of over 70 college students, (summer training and summer employment), participated in Lago's summer programs this year.

Bo ta scoge: humamento of salud?

Propaganda comercial ta duna humamento un imagen limpi y fresco: Un homber saludable corriendo cahai riba un feld grandi y herde, disfrutando di un sigaria. Acaso e imagen aki ta pinta realidad?

Estudionan tocante humamento no a wordo conduci na Aruba ainda, pero segun un reportahe di gobierno di Estados Unidos, "Humamento di sigaria ta wordo identifica claramente como e mayor causa di morto prevenibel den nos sociedad y e problema di salubridad publico di mas importante den nos tempo. Na Merca so, humamento ta responsabel pa mas o menos 340,000 morto anual. Financieramente, humamento ta responsabel pa $13 biyon anual cu ta wordo gasta na tratamento di salud relaciona cu humamento y por lo menos un otro $25 biyon mas pa produccion y salario cu ta hai perdi. Mas mihor esaki no por wordo mustra! Locual propaganda ta pretende, echonan ta contradeci.

Mientras cu ciencia ta trata di haya solucion pa resolve e problema di e existencia temporario di humanidad, humadornan voluntariamente ta reduci nan longevidad cu un poco anja. Un humador realmente ta redobla su risico di muri prome cu 65 anja. Hasta humadornan di sigaria cu poco concentracion di breu y nicotina tin un grado di mortalidad mas halto cu hendenan cu no ta huma, ya cu nan tin e tendencia di satisface nan deseo pa nicotina door di huma mas hopi y tambe aumenta e grado di tragamento.

Problema di curazon, malesanan cronico di pulmon y di respiracion, cancer di pulmon, lip, lenga, boca, garganta y blaas di urina ta algun di e malesanan cu ta wordo causa door di humamento. Segun e reportahe di e Organizacion di Salubridad Mundial, na paisnan na unda humamento ta extenso, humamento ta responsabel pa 90% di morto causa pa cancer di pulmon, y 75% di morto di bronquitis.

Cu otro palabra, 90 di 100 morto causa pa cancer di pulmon y 75 di 100 causa pa bronchitis lo por a wordo evita si e personanan ey nunca a huma!

(Cont. riba pag. 7)

*

Over 30 university students majoring in a field of interest to Lago, participated in the summer employment program this summer.

*

Proyectonan di Lago . . . *(Cont. di pag. 1)*

Na Novemher di anja pasa e proyecto di Isomerizacion di Butano, cual tabata designa pa produci isohutano pa e unidad di Alkylacion, a wordo pospone pa un tempo indefini, ora cu e calculacion di e gasto definitivo a mustra un escalacion signilicante den e inversion di capital cu lo tabata necesario pa completa e proyecto.

Ademas, e ganashi di e inversion aki a wordo reduci mas ainda ora cu e desaroyo di un otro proyecto a mustra di ta requeri un inversion mas chiquito pa provee suficiente isobutano pa e Unidad Alky. E proyecto aki lo provee facilidad di suministracion di zeta pa e planta Hydrogeno a corto plazo pa asina reemplaza e butano importa for di Venezuela.

"E fase di construccion di e Proyecto di Modernizacion di Utilidad, cual tin como meta mehoracion di confiabilidad di equipo, condicion di seguridad, y elìciencia den conservacion di energia, ta programa pa sigi den "full swing" na fin di e anja aki y lo wordo completa na fin di '83," Rocky a bisa.

Den e proyecto aki dos boiler lo wordo instala, tres boiler lo wordo moderniza, un sistema di control central moderniza lo wordo instala na Powerhouse No. 1 y henter e planta di energia, lo wordo drecha na su mihor condicion.

E tereno pa e boilernan nobo a wordo habri y nivela kaba y nan ta programa pa wordo entrega na Januari '83. Boiler No. 11 ya a wordo desbarata y e restonan lo wordo completa na mitad di anja '84. E proyecto di Modernizacion di Utilidad ta envolve un gasto total di $30 miyon.

Fase 1 di e Proyecto di Conversion di Vishreaker, cu ya a tuma lugar riba 3 pipestill ta bavendo manera programa.

Nan a wordo disenja pa logra 16% di conversion y pa aumenta e cantidad di productonan mas valioso manera naphta, combustible pa keinta y gas oil. Vishreaker 5 y 6 ta cla, mientras cu e proyecto di Vishreaker No. 8, cual ta inclui instalacion di pomp y motor nobo, ta den lase di construccion y lo wordo termina na Oktober 1982.

Fase II, cual lo aumenta e conversion te na nivel di 20% y ta requeri un inversion di hopi mas capital, a wordo pospone pa un tempo indefini. E motiho ta cu preguntanan serio tocante e calidad di producto na nivel halto asina di conversion, mester wordo resolvi promer cu e proyectonan por sigi.

E proyectonan di conservacion di energia ta constitui e di cuatro area di proyecto principal cu a wordo afecta pa e restriccion di capital y e condicion mundial di e mercado petrolero. Tur e proyectonan cu a wordo identifica door di ER&E di tin un ganashi attractivo basa riba e pronosticacion di prijsnan di mercado den e tempo cu a wordo desaroya y a pasa door di e fase di diseno di operacion y specificacion y lo wordo calcula pa gastonan envolvi. Den e periodo di presupuesto ta cu 1985, lo tin 5 proyecto chiquito so di Encon cu awor tin suficiente ganashi atractivo di inversion pa wordo considera pa desaroyo den futuro. E suma total pa e proyectonan aki ta mas o menos $15 miyon awor.

E resto di e proyectonan di Encon lo wordo pospone indefinidamente despues cu e investigacion pa calculacion di gasto wordo completa na fin di e anja aki.

Cu e totalidad actual di e proyectonan principal cu ta exigi capital, construccion lo vega na culminacion den 1983 cu mas o menos 250 trahador, di cual mayoria lo ta trahador di contratistanan local.

Smoking . . . *(Cont. from page 5)*

being in a smoke-filled room, the non-smoker would he forced to inhale even higher concentrations of carcinogens (substance causing cancer than the smoker himself! As a matter of fact, two studies have already indicated that the risk of lung cancer is greater in non-smoking women married to smokers than in non-smoking women married to non-smokers.

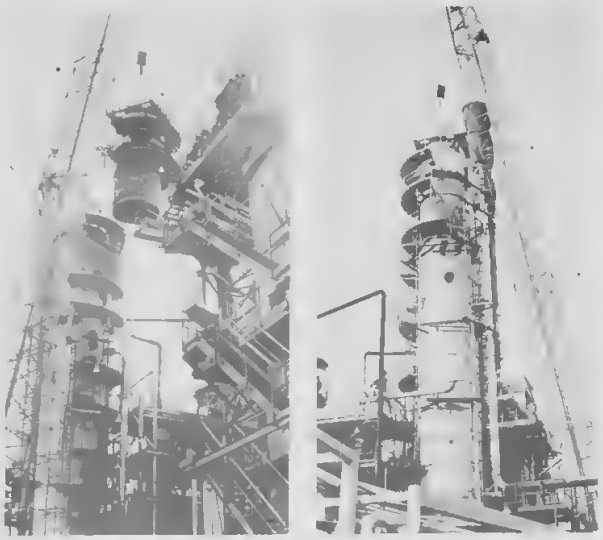
According to Dr. J.A.M de Ruijter, Director of Lago's Medical Department, many Lago employees have stopped smoking over the years. "We urge cigarette smokers to stop, for there is evidence that if they do stop, many of the pathological changes would not progress and may even become normal again."

As one doctor put it: "The only cigarette that is not hazardous to your health, is the cigarette that has not been lit".

STOP unsafe acts...

These are some of the (color) stickers, Safety Administration personnel have been pasting in different places in the refinery. ***(See also page 7)***

Safety glasses may not enhance one' beauty, but would certainly prevent serious injuries.



As one of the mayor activities in the recent Pipestill No. 5 turnaround, 16 feet of the Kero Stripper was replaced for a new section.

Humamento . . . *(Cont. di pag. 5)*

Cancer di pulmon, cual ta responsabel pa un cuarta parti di tur morto di cancer, no ta responde na tratamento.

Segun un reportahe: Solamente 10% di e victimanan di cancer di pulmon ta sobrevivi despues di diagnosis. No ta sorprendente cu estudionan similar a mustra cu cancer di pulmon probablemente pronto lo reemplaza cancer di pecho como e causa principal di morto di cancer entre hende muher. Den anjanan reciente, a tuma lugar un aumento constante den humamento di hende muher.

Como si fuera no ta suficiente cu un hende ta pone su mesun bida na peligro, hende muher humador cu ta na estado por causa deformacion of morto di nan mesun feto. Un doktor a bisa cu "bo por mira e jiu sofoca den e matriz .. probablemente sufriendo di un falta temporal di oxigeno."

Si e mucha aki no wordo aborta for di e matriz di e mama, e lo por nace cu peso mas abao cu normal, e lo por tin un nacemento prematuro, muri mes ora despues di nacemento of nace cu defecto. Ta hustificabel anto cu e Organizacion di Salubridad Mundial ta tratando di promove e idea cu abstencion di humamento mester wordo considera como un "conducta social normal."

Ni siquiera adultonan cu ta abstene di humamento por scapa di e peligronan cu humamento ta causa. Ora cu e persona cu no ta huma wordo acompanja pa un humador, ol' ora e ta den un kamber yen di huma, e ta wordo forza pa traga un concentracion mas halto ainda di e substancia cu ta causa cancer, cu e humador mes. En realidad, dos estudio ya a indica cu e risico di cancer di pulmon ta mas grandi den hende muher cu no ta huma cu ta casa cu humador, cu den hende muher cu no ta huma cu ta casa cu homber cu tampoco no ta huma. Segun Dr. J.A.M. de Ruijter, Director di Medical Department na Lago, cu tempo, hopi empleado di Lago, a stop di huma. "Nos ta avisa humadornan di sigaria pa stop, pasobra tin evidencia cu si nan stop, hopi di e cambionan anatomico y fisiologico lo no progresa y te hasta por bolbe na normalidad.

Manera un dokter a bisa: "E unico sigaria cu no ta peligroso pa bo salud, ta e sigaria cu no ta sendi."

Lago projects . . . *(Cont. from paga 1)*

An agreement has been reached with Procon whereby they relinquished responsibility for construction as of July 1, 1982. Procon will remain in charge, however, of the engineering and procurement activities on these projects, and a reduced number of Procon construction management personnel have been integrated into Lago's Special Projects construction organization headed up by Luis Anjie.

In November of last year the Butane Isomerization project which was to produce isobutane feed for the Alkylation unit was placed on indefinite hold when the results of the definitive cost estimate showed a significant escallation in capital investment to complete the project.

The return on investment was further reduced when the development of another project to provide facilities for short range supply of Hydrogen plant feed to replace imported Venezuelan butane, showed that this lower investment project also will provide sufficient isobutane feed for the Alky unit.

"The construction phase of the Utilities Modernization Project, aimed at improving reliability of equipment, safety conditions, and efficiency in energy conservation, is scheduled to move into full swing by the end of this year and to be completed by the end of 1983," Rocky said.

This project involves the erection of two boilers, the modernization of three exisiting boilers, the installation of a modern centralized control system at Powerhouse No. 1 and a general upgrading of that powerplant.

Sight clearance for the new boilers has already started and their delivery is scheduled for January of 1983.

Dismantling of No. 11 boiler has been completed and the remainder will be completed by mid 1984.

The Utilities Modernization Project involves a total expenditure of $30 million.

Phase I of the Visbreaker debottlenecking projects undertaken on 3 pipestills is designed to achieve 16% conversion and increase the yield of higher valued products such as naphta, heating oil and gas oils, and is proceeding on schedule. Visbreakers 5 and 6 are complete, while the Visbreaker No. 8 project, which includes installation of new charge pumps and motors is in the construction phase and will be concluded in October 1982. *(Cont. on paga 8)*

STOP peligro...

Esakinan ta algun sticker (di color) cu empleadonan di Safety Administration a pasa plak na diferente lugar den refineria. ***(Mira pagina 6 tambe).***

Cilindernan cu ta contene gas ta peligroso pa seguridad ora nan wordo laga den posicion drumi of sin mara, ya cu asina nan por cai y causa explocion.

Promotions

Remigio Kelly
Loading Coordinator
Controller's

Elias Pellegrim
Discharging Coordinator
Controller's

Cinco ta haya beca di LEAP

Otilia Goeloe, Selma Chaljub, Rudolf Boezem, Enrique Maduro y Michael Wouters, tabata afortunado di a ricibi beca di LEAP (Lago Education Assistance Program) pa e anja aki.

LEAP ta wordo otorga na empleado di Lago cu tin por lo menos un anja di servicio, kende a demostra nan abilidad y motivacion pa continua cu un educacion den exterior, den un ramo cu ta di interes directo di Lago. Tila lo bai studia Business Administration na Bowling Green State University na Bowling Green, Ohio. Selma lo sigi e mesun estudio na Mitchell College na New London, Connectitut. Rudolf lo studia pa bira un Ingeniero Quimico na University ol Ohio na Toledo, Ohio. Enrique y Michael ya kaba ta atendiendo Worcester Polytechnic Institute na Worcester, Massachusetts, na unda nan ta studiando Ingenieria Mecanica.
Hopi Exito!

Five granted LEAP awards

Otilia Goeloe, Selma Chaljub, Rudolf Boezem, Enrique Maduro and Michael Wouters, were the fortunate recipients of this year's LEAP (Lago Education Assistance Program) awards.
The LEAP is awarded to Lago employees with at least one year of service, who have demonstrated their ahility and motivation to further their education abroad, in a discipline of direct Lago interest.
Tila will be studying Business Administration at the Bowling Green State University in Bowling Green, Ohio. Selma will follow the same course of study at Mitchell College in New London, Connectitut. Rudolf will study to become a Chemical Engineer at the University ol Ohio in Toledo, Ohio. Enrique and Michael are already attending the Worcester Polytechnic Institute in Worcester, Massachusetts, where they are studying Mechanical Engineering.
Lots of success!

Otilia Goeloe

Rudolf Boezem

Selma Chaljub

Lago projects . . . *(Cont from page 7)*

Phase II, which would increase conversion to the 20% level and require much larger capital investments, has been postponed indefinitely due to serious product quality questions at these higher conversion levels, that have to be resolved before these projects can proceed.
The fourth major area allected by the capital constraints and the world-wide market condition is the energy conservation projects. All the projects identified hy ER&E to have attractive return on the then forecasted market prices have been developed through the process design and specification phase and will be cost estimated
However, in the budget period through 1985, only five smaller Encon projects totalling about $15 million now have attractive enough returns on investments to be considered for further development.
The balance of the Encon projects will be put on hold indefinitely after screening cost estimates are completed on them later this year.
With the current scope of major capital projects, construction will peak in 1983 at about 250 men level, the majority of which will be from the local construction workforce.

982

ARUBA Esso NEWS

Lago Oil & Transport Co., Ltd.

Aruba, Netherlands Antilles

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Departing VP Nord stresses importance of efficient operation

In an interview prior to his departure, Mr. Per Nord, Lago's outgoing Vice President, commented that it had been a rewarding experience working for almost four and a half years at Lago.
Considerable changes have taken place and the progress made in many areas as a result of concerted efforts has been encouraging, he said.
Below follows an excerpt of the interview.

What was the most significant development during your years with Lago?

The most significant development was clearly the redefinition of Lago's role. Prior to 1978, Lago was operated as a swing refinery for Exxon's Western Hemisphere market, with the feed rate fluctuating between 150,000 and 450,000 barrels per day.
This made, of course, efficient operation extremely difficult. After extensive and complicated studies and negotiations it was concluded to streamline the refinery for a 300,000 B/D operation, concurrent with the supply contract for this volume as agreed upon with Venezuela.
Consequently, surplus units were mothballed or dismantled, and thus the basis was laid for an efficient and competitive operation. Considerable progress has been made over the years in most areas.

Could you mention some of those areas?

We have improved in the reliability of our operation, and have also increased the intensity of our operation by making more valuable products out of the crude. The efficiency in planning and execution of many refinery duties has greatly improved. The appearance of the refinery has been improved considerably due to the emphasis put on the importance of good housekeeping.

(cont on page 3)

Per Nord
Lago Vice President
1978-1982

Per Nord taking a break from a game of tennis, one of the many sports he enjoyed during his stay in Aruba.

Nord, VP saliente, ta enfatisa importancia di operacion eficiente

Promer cu su salida, Sr. Per Nord, Vice Presidente saliente di Lago, a comenta den un entrevista, cu e cuatro anja y mei cu ela traha na Lago tabata un experiencia provechoso.
Cambionan grandi a tuma lugar y e progreso cu a wordo hasi riba hopi tereno como resultado di esfuerzonan haci conhuntamente tabata hopi stimulante, ela bisa.
Akibao ta sigi un resumen di e entrevista.

Cual tabata e desaroyo di mas importante durante e anjanan cu bo a pasa na Lago?

E desaroyo di mas importante claramente tabata e redefinicion di e papel cu Lago ta hunga. Promer cu 1978, Lago tabata un refineria cu tabata bai y bin segun e mercado di Exxon den e Hemisferio Occidente, cu un "feed rate" variando entre 150,000 y 450,000 baril pa dia. Esaki claramente tabata haci un operacion eficiente sumamente dificil.
Despues di estudio y negociacion extensivo y complica,

(cont. riba pag 5)

ARUBA
Lago Oil & Transport Co., Ltd
Aruba, Netherlands Antilles

ESSO

NEWS

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Promotions

Ruperto Boekhout,
Area Supervisor
Mechanical Department

Frederick Crocs,
Area Supervisor
Mechanical Department

Ganashi di Exxon di segundo trimester 1982 a baha cu 51.5%

Exxon Corporation a calcula e ganashi neto di e segundo trimester di 1982 na $885 miyon, un rebaho di 51.5% di e $1,825 miyon di e segundo trimester di 1981. Entrada a suma na un total di $25,262 miyon den e segundo trimester di e anja aki, un rebaho di 8% di e $27,469 miyon di e segundo trimester di anja pasa.

Pa e promer mitad di 1982, e entrada neto a wordo calcula na $2,125 miyon, un rebaho di 38% for di e $3,425 miyon den e promer mitad na 1981.

Ganashi di traslado di divisa, door cu e dollar estadounidense a bira mas fuerte, determina di acuerdo cu FAS-8, a suma na $173 miyon den e segundo trimester di 1982, un rebaho di e $588 miyon den e segundo trimester di 1981.

Ganashi di operacion, cual ta exclui e ganashi di traslado di divisa y cierto asuntonan financiero y asuntonan di corporacion, a suma na $711 miyon den e segundo trimester di 1982, un rebaho di 47.2%. Ganashi di operacion den e promer mitad a suma $1,690 miyon, un rebaho di 37.6% di e promer mitad di 1981.

(cont riba pag 6)

Exxon 1982 second quarter earnings fall 51.5%

Exxon Corporation estimated second quarter 1982 net income at $885 million, down 51.5 percent from $1,825 million in the 1981 second quarter. Revenues totaled $25,262 million in the latest quarter, down 8 percent from $27,469 million in last year's second quarter.

For the first half of 1982, net income was estimated at $2,125 million, down 38 percent from $3,425 million in the first half of 1981.

Foreign exchange translation gains from strengthening of the U.S. dollar, determined in accordance with FAS-8, totaled $173 million in the second quarter, down from $588 million in the second quarter of 1981.

Operating earnings, which exclude the foreign exchange gains as well as certain corporate and financial items, totaled $711 million in the second quarter of 1982, down 47.2 percent. Operating earnings in the first half totaled $1,690 million, down 37.6 percent from the first half of 1981.

GARVIN COMMENTS

Exxon Chairman, C. C. Garvin, Jr., had the following comments on the second quarter results:

"These lower revenue and earnings reflect, generally, a continuation of the depressed economic environment in which Exxon has operated over the past twelve months. More specifically, the results were adversely affected by reduced demand for petroleum and chemical products, continued high cost of raw material supplies, excess industry capacity at all levels of operations and resulting reduction in operating margins.

"In this continuing depressed environment, maximum efforts are underway to maintain Exxon's profitability and financial strength through organizational streamlining and other operational efficiencies, working capital reductions, reexamination of capital expenditure plans and minimization of financing costs. Many of these actions will, of course, have their greatest impact in future periods."

"However, several unusual items did affect the second quarter earnings: A provision of $106 million was charged against the operating earnings related to the decision to discontinue funding of the Colony Shale Oil Project, which is being 'mothballed'. On the other hand, sales of petroleum and chemical products from relatively lowcost LIFO inventories added $118 million to the earnings, mostly in foreign refining and marketing operations. Additionally, transactions designed to strengthen Exxon's balance sheet through longterm debt restructuring added $136 million to second quarter net income."

Mr Garvin added the following on the first half operating earnings of major components of the business:

"Earnings from *U.S. petroleum exploration and production* were $970 million in 1982, down 20 percent

(cont on page 6)

* Service Milestones *

Alfonso Steenen
25 service years

Althea Hassell
25 service years

Johannes Tromp
30 service Years

Per Nord stresses . . .

(cont. from page 1)

Safety record continues good. Industrial hygiene and working conditions are given considerable attention. These are just a few of the areas where we have made progress.

Oil loss recovery and conservation of energy have been of major concern to the Company. Any progress in those areas?

Our oil loss measured unfavorably with other refineries in the Exxon circuit, but we have an enormous effort going on to improve. We are definitely making progress and hope to meet our very ambitious goal for 1983.
Energy conservation is also an important area. We were consuming more energy in the operation of the refinery than most other Exxon refineries. We are working on improving the efficiency of our furnaces, avoiding leaks and conserving energy wherever possible.

We understand the oil industry is not in such a great shape these days!

You're right! The oil industry has its problems: there is a surplus of crude, consumption is down, and the profitability is poor. Most refineries are running at low capacities, while others have been shut down.
These problems generated from the general recession in the world, the conservation of energy due to the high price of oil and a switch from oil to other cheaper sources of energy such as coal and gas.

How does that situation affect Lago?

First, let me mention that we perform two functions at Lago, namely, the refining of Venezuelan crude, and the transshipping of Middle East crude.
As to our refinery function we are in pretty good shape: we run close to capacity with reasonable profits. The refinery represents an attractive outlet for Venezuelan crude as the units are tailor-made for processing that type of heavy crude. This is the basis for the crude supply contract we have with Venezuela. So far, that contract has been renewed every year. I would like to stress though, that in order to obtain an acceptable crude contract, it is fundamentally important for us to run an efficient operation.

As I mentioned before, our second function at Lago is the transshipment of Middle East crude to Exxon's U.S. refineries. The rate has declined from 500,000 to 600,000 B/D, to the present 150,000 to 250,000 B/D. The reason for that is reduced U.S. consumption and less need for import. Also, the LOOP (Louisiana Offshore Oil Port), the first port in the U.S. able to accomodate super tankers, was completed last year, thus reducing the need for reloading at Lago.

The demand for oil is low. However, Exxon continues to explore for more oil and gas. Isn't that a contradiction?

Exxon continues to explore for more oil and gas, as there is no doubt there will be a shortage of energy in this world in the future. Fossil fuels will have to make up the bulk of the supply.

Could you say a few words about Lago employees?

We have a loyal, friendly workforce, willing to give a little extra when needed.
In order to remain competitive it is extremely important that we continuously strive to upgrade the organization. And as you know, we have an elaborate, Organization Improvement program going on. In addition, the traditional training in various skills continue at all levels.

In face of all the problems in the oil industry, do you still think Lago has a bright future?

Of course, I do. But again, we have to maintain our competitiveness and make the refinery attractive for processing Venezuelan crude. Many people higher up in the Exxon organization and in Lago management are working hard on securing Lago's future. All employees can contribute in their own area of responsibility by doing a good job and by being prepared and willing to adjust as required in the interest of overall efficiency.

Per Nord and his wife, Guri, have been enjoying Aruba quite a bit, "tennis, swimming, the climate, the people . . ., everything . . ."

Asked, whether he was still glad to go back to his home country, he said: ". . . mixed feelings . . . I'll miss Aruba . . ."

On behalf of Lago . . . Bon Voyage . . . and success in Norway.

Improvement in pipestill turna

Turnarounds of pipestills are normal occurrences in a refinery as it is periodically necessary to clean and repair these units. Lago's last two pipestill turnarounds, however, were different than the previous ones in the organizational aspect of operations. In turnarounds of both Pipestill No. 6 last year and Pipestill No. 5 recently, an increased commitment to organizational goals has contributed to improved results.

A turnaround involves the Process, Technical and the Mechanical Departments. Their jobs interrelate:

Mechanical works out the complete planning and scheduling of the turnaround incorporating Technical Department's projects, performs all maintenance work and finally is responsible for meeting the scheduled date of completion. Technical is responsible for the development, appropriation and implementation of projects in the turnaround, and Process prepares the unit for the turnaround by isolating and gasfreeing it, and issues all work permits during the turnaround of the unit.

In the past, each department involved stressed its own departmental responsibilities and priorities without sufficient consideration for how this impacted on the others. During the past year, however, through its Organization Improvement programs, Lago Management has stressed the value of organizational commitment and teamwork to the organization. As a result of this and other factors, the coordination of efforts in turnarounds has paid off in good results.

Pipestill No. 5 turnaround, which took place from April to July of this year, was a good example of the improved and integrated approach to turnaround organization. The Mechanical Department assigned Pedro Tromp as Turnaround Coordinator and Chief Planner, while Errol Brown provided daily planning assistance. Donny Henriquez of the Technical Department, was in charge of coordinating the implementation of all Technical projects. Equipment inspection and acceptance tests were carried out by L. A. Connor as lead inspector and G. Brion, F. A. Soto, R. E. Dirksz, R. Croes and R. A. Boezem as inspectors. Process Department Coordinators, E. R. Kock, P. Flemming and R. S. Geerman with T. Willems as Chief Coordinator prepared permits and followed up on the safety aspect of working conditions. This organization, consequently, streamlined the execution of the turnaround, also facilitating all involved to accomplish their common goals: to get the job done properly, safely, on time and within budget.

With 100,000 manhours of work spent on maintenance and project construction activities, Pipestill No. 5 turnaround was one of Lago's biggest and better turnarounds. Some of the major activities included the following: about 16 feet of the Kero Stripper was replaced for a new section, all the tubes of the Visbreaker furnace were replaced and the amount of piping renewed and bundles pulled, cleaned and repaired were more than usual. There was also a larger than usual amount of projects involved in this turnaround. These

Mehoracion den turnar

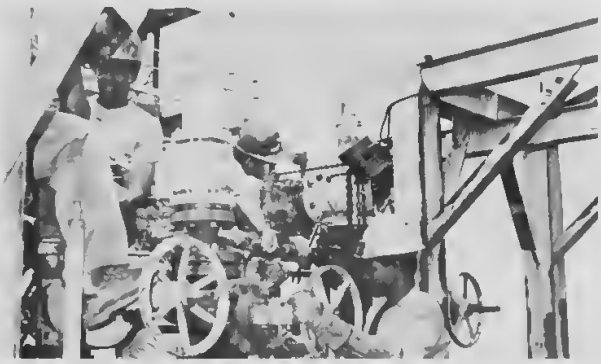
Turnaround di pipestill ta un ocurrencia normal den un refineria, ya cu periodicamente ta necesario pa limpia y repara e unidad.

Sinembargo, e turnaround di e ultimo dos Pipestillnan tabata diferente di esnan anterior den e aspecto di organizacion den operacion. Den turnaround di Pipestill No. 6 anja pasa y Pipestill No. 5 recientemente, un dedicacion na metanan di organizacion a contribui na mihor resultado.

Un turnaround ta envolve e departamentonan di Process, Technical y Mechanical. Nan trabow ta relaciona na otro: Mechanical ta traha e plan completo y ta programa e turnaround incorporando e proyectonan di Technical Department. Mechanical tambe ta hasi e trabow di mantencion y finalmente ta responsabel pa e terminacion di e turnaround riba e dia stipula. Technical ta responsabel pa e desaroyo, aprobacion di e suma necesario, y implementacion di e proyectonan envolvi den e turnaround. Process ta limpia y drecha e unidad promer cu e turnaround door di isolacion y door di saca e gas for di e unidad y tambe ta apoya tur e trabow, durante e tempo cu e unidad ta abao.

Den pasado, kada departamento envolvi tabata enfatisa e responsabilidad di nan mesun departamento, sin considera suficientemente e impacto cu esaki tin riba e otronan. Sinembargo, durante e anja cu a pasa, Gerencia di Lago a enfatisa e valor di trabow den grupo y dedicacion na organizacion atravez di e programa di Mehoracion di Organizacion. Como resultado di esaki y otro factornan e coordinacion di esfuerzo den turnaround tabatin bon resultado. E turnaround di Pipestill No. 5 cual a tuma lugar entre April y Juli di e anja aki tabata un bon ehempel di un organizacion di turnaround mehora y integra.

Mechanical Department a asigna Pedro Tromp como Turnaround Coordinator y Chief Planner, mientras cu



With over 100,000 manhours spent on maintenance and project construction activities, Pipestill No. 5 turnaro

nd continues

consisted of safety and facility improvements and upgrading of existing facilities, such as the installation of back pressure control valves for the Visbreaker furnace and improved blow down facilities.
This successful turnaround was also one of the safest: all the work was accomplished without a single accident. The turnaround lasted for about two and a half months and was completed in the third week of July.
Congratulations to all!

di pipestill ta continua

Errol Brown diariamente tabata provee asistencia den planificacion.
Donny Henriquez di Technical Department, tabata encarga cu e coordinacion di e implementacion di tur proyectonan tecnico. Inspeccion di equipo y test di aprobacion a wordo haci pa L. A. Connor como inspector principal y G. Brion, F. A. Soto, R. E. Dirksz, R. Croes y R. A. Boezem como inspector. Coordinador di Process Department, E. R. Kock, P. Flemming y R. S. Geerman cu T. Willems como Chief Coordinator a prepara permit y a sigi check riba e aspecto di seguridad di condicion di trabow. E organizacion aki tabatin como

Lago's bigger and better turnarounds.

consecuencia un simplificacion di e ehecucion di e turnaround, faciltando esnan envolvi pa alcanza nan meta: haci e trabow apropiadamente, sin accidente, den e tempo stipula, y segun presupuesto.
Cu 100,000 ora di obrero gasta na mantencion y actividad di construccion di proyecto, turnaround di Pipestill No. 5 tabata un di esnan mas grandi y mas mihor di Lago.
Algun di e actividadnan principal a inclui lo siguiente: mas o menos 16 pia di e Kero Stripper a wordo reemplaza pa un seccion nobo, tur e tubonan di e forno di Visbreaker a wordo cambia y e cantidad di tuberia cu a wordo renoba, saca afo, limpia y repara tabata mas cu custumber. Tambe tabatin un cantidad grandi di proyectonan envolvi den e turnaround aki. Esakinan tabata consisti di mehoracionnan den facilidad y seguridad y mehoracion completo di facilidadnan existente, manera instalacion di "back pressure control valves" pa e forno di Visbreaker y mehoracion di facilidad di "blow-down." E turnaround exitoso aki tambe tabata un di esnan cu mas percuracion pa seguridad: tur e trabow a wordo haci sin ningun accidente. E turnaround a dura dos luna y mei y a wordo completa den e di tres siman di Juli. Masha Pabien na tur!

Per Nord ta enfatisa . . .

(cont. di pag. 1)

a ser conclui pa haci e refineria mas simple y eficiente pa un operacion di 300,000 B/D, mientras cu na e mesun tempo, a yega na un convenio cu Venezuela pa e cantidad aki den e contrato di entrega di crudo.
Como consecuencia, unidadnan cu tabata di mas a wordo elimina of desbarata y asina e fundeshi a wordo traha pa un operacion eficiente y competitivo. Masha hopi progreso a wordo haci riba hopi tereno durante e anjanan ey.

Bo por menciona algun di e areanan ey?

Nos a mehora e confiabilidad di nos operacion, y tambe nos a aumenta e intensidad di nos operacion door di produci productonan di mas valor for di e crudo.
E eficiencia den planificacion y ehecucion di hopi trabow den refineria a mehora bastante.
E apariencia di e refineria a mehora considerablemente door di e enfasis cu a wordo poni riba e importancia di un bon maneho domestico.
E record di seguridad ta sigi bon. Hygiene industrial y condicionnan di trabow ta ricibi atencion considerabel. Esakinan ta solamente algun di e terenonan den cual nos a progresa.

Recuperacion di petroleo cu ta bai perdi y conservacion di energia ta preocupacionnan principal di Compania. Tin algun progreso riba e terenonan ey?

Nos perdida di petroleo tabata compara desfavorablemente cu otro refinerianan di Exxon, pero nos tin un esfuerzo enorme pa mehora. Seguramente cu nos ta progresando y nos ta spera di alcanza nos meta masha ambicioso pa 1983.
Conservacion di energia tambe ta un area importante. Nos tabata usa mas energia den operacion di nos refineria cu mayoria di e otro refinerianan di Exxon. Nos ta trahando riba e mehoracion di e eficiencia di nos fornonan, nos ta evita pa petroleo scapa, y nos ta conserva energia na unda cu ta posibel.

Segun nos ta compronde, e industria petrolera no ta den un estado di gaba den e dianan aki!

Bo tin razon! E industria di petroleo tin su problemanan — tin un exceso di petroleo, e uso ta abao, y e ganashi ta poco. Mayoria di refineria ta traha riba capacidad hopi abao, mientras cu otronan a wordo sera. E problemanan aki a wordo causa pa e recesion general cu tin den mundo, e conservacion di energia pa motibo di e

(cont riba pag 7)

Per Nord hungando tennis, un di su deportenan favorito.

new faces...

Grace Tjin-Tham-Sjin
Controller's

Silvio Willems
Mechanical

Michael Illidge
Mechanical

Ilario Goeloe
Mechanical

Larry Brunt from ER&E
Technical

Franklin Ridderstap
Mechanical

Renato Vrolijk
Mechanical

Juan Werleman
Mechanical

...welcome

Exxon earnings fall . . . *(cont from page 2)*

from $1,209 million in the 1981 first half. Higher costs, particularly those related to expanded exploration activity, combined with the effect of lower volumes produced from fields in the Lower 48 States, were responsible for the earnings decline.

"Petroleum refining and marketing operations in the U.S. had earnings of $95 million in the first half of 1982. A loss of $20 million reported for the 1981 first half included the unfavorable impact of actions taken in that year by the Department of Energy in the final weeks of crude oil price control regulations.

"Abroad, petroleum exploration and production earnings were $720 million in the 1982 first half, down 26 percent from $974 million in last year's first half. Lower natural gas sales volume in Europe and higher exploration costs in most foreign areas were the principal factors.

Foreign refining and marketing earnings totaled $58 million in 1982, down from $405 million in the 1981 first half. The severe pressure on margins from declining demand and increased local currency costs of U.S. dollar priced crude oil supplies affected earnings in all of Exxon's major foreign markets, most particularly in Europe.

"Chemical operations had 1982 first half earnings of $67 million, down 57 percent. Sales volumes declined 11 percent in the U.S. and 7 percent abroad, related generally to continued worldwide depressed economic conditions and its effect on markets for chemical products. Additionally, margin erosion in some areas contributed to the earnings decline."

Capital and exploration expenditures, worldwide, totaled $5,544 million in the first half of 1982, up 20.7 percent from the comparable period of last year. Expenditures in the U.S. totaled $3,081 million, 42 percent above 1981 first half U.S. expenditures.

Ganashi di Exxon . . . *(cont di pag 2)*

GARVIN TA COMENTA

E Presidente di Exxon, C. C. Garvin, Jr., tabatin e siguiente comentarionan riba e resultado di e segundo trimester:

"E reduccion aki den entrada y ganashi generalmente ta refleha un continuacion di e ambiente economico desfavorabel den cual Exxon a funciona den e ultimo 12 lunanan. Mas specificamente, e resultadonan a wordo afecta negativamente door di e pedida reduci di petroleo y productonan quimico, un costo halto constante pa provicion di material crudo, demasiado capacidad industrial na tur nivel di operacion y como resultado, reduccion den margen di operacion.

Den e ambiente aki, cu ta sigi siendo desfavorabel, esfuerzonan maximo ta wordo haci pa mantene ganancia y forza financiero di Exxon door di haci e organizacion y otro operacionnan mas eficiente, traha riba reduccion di capital, re-examina plannan cu tin gasto di hopi capital y reduci lo mas posibel e costonan financiero. Claro cu hopi di e accionnan aki lo tin nan impacto principal den futuro."

"Sinembargo, varios asuntonan fuera di ordinario a afecta e ganashi di e segundo trimester:

Un stipulacion di $106 miyon a wordo haci contra e ganashi di operacion relata na e decision pa desconti-

(cont riba pag 7)

LET'S FACE IT SAFETY IS UP TO YOU.

BAN ENFRENTA ESAKI SEGURIDAD TA DEPENDE DI BO.

Esaki ta un sticker cu Compania ta usa pa curasha practicanan di seguridad den refineria.

Per Nord ta enfatisa . . .

(cont di pag 5)

prijs halto di petroleo, y un cambio di uso di petroleo pa uso di otro fuentenan di energia manera carbon y gas, cualnan ta mas barata.

Con e situacion ey ta afecta Lago?

Primeramente mi mester menciona cu Lago tin dos funcion, esta e proceso di refina crudo di Venezuela, y e transborde di crudo di Medio Oriente.
Den nos funcion di refineria, nos ta den basta bon estado: nos ta traha cu capacidad casi completo cu ganashi razonabel. E refineria ta un salida atractivo pa e crudo Venezolano, ya cu e unidadnan ta traha especialmente pa procesa e tipo di crudo pisa ey. Esaki ta e base pa e contrato di entrega di crudo cu nos tin cu Venezuela. Te awor aki e contract aki a wordo renoba tur anja.
Sinembargo, mi kier enfatisa cu pa nos obtene un contrato di crudo aceptabel, ta fundamentalmente di importancia pa nos tin un operacion eficiente.
Manera cu mi a menciona anteriormente, e segundo funcion di Lago ta e transborde di crudo di Medio Oriente pa refinerianan di Exxon na E.U. E cantidad di transborde di crudo a baha for di 500,000-600,000 baril pa dia pa 150,000-250,000 B/D actualmente. E motibo pa esey ta un reduccion den uso na E.U. y menos necesidad pa importacion. LOOP (Louisiana Offshore Oil Port) e promer waf cu capacidad pa acomoda super tanqueros, a wordo termina anja pasa, reduciendo asina e necesidad pa reborda na Lago.

E demanda pa petroleo ta poco. Sinembargo Exxon ta sigi explora pa mas petroleo y gas. Esey no ta un contradiccion?

Exxon ta sigi explora pa mas petroleo y gas ya cu no tin ningun duda cu den futuro ta bai tin un necesidad pa mas energia den e mundo aki. Combustibel di fosil lo mester provee e mayor cantidad di energia.

Bo por menciona algo di e empleadonan di Lago?

Nos empleadonan ta masha leal y amical, y nan no ta nenga di duna un man extra ora ta necesario.
Pa nos keda competitivo ta sumamente importante pa nos continuamente haci un esfuerzo pa mehora e organizacion. Y manera bo sa, actualmente nos tin un programa masha elabora di Mehoracion di Organizacion ta tumando lugar.
Fuera di esey, nos ta sigi cu e entrenamento di ofishinan tradicional riba tur nivel. (cont riba pag 8)

Ganashi di Exxon . . .

(cont di pag 6)

nua e entrega di fondo na e Proyecto di Colony Shale Oil, cual a wordo elimina. Na otro banda, venta di productonan quimico y di petroleo, di costonan di inventario LIFO relativamente abao, a aumenta e ganashi cu $118 miyon, principalmente den refinacion den exterior y operacion di mercado.
Ademas, traslado designa pa reforza e balance comercial di Exxon door di reorganizacion di e debenan a largo plazo a aumenta e entrada neto di e segundo trimester cu $136 miyon."
Sr. Garvin a agrega lo siguiente riba e promer mitad di e ganashi di operacion di e partinan principal di e negoshi:

"*Ganashi di exploracion y produccion di petroleo di E.U.* tabata $970 miyon na 1982, un rebaho di 20% di e $1,209 miyon den e promer mitad di 1981. Gastonan mas halto, especialmente esnan relata cu e actividad aumenta di exploracion, combina cu e efecto di un cantidad reduci cu a wordo produci for di veldnan den e 48 estadonan abao, tabata responsabel pa e reduccion den ganashi.

"*Refinacion di petroleo y operacion di mercado den E.U.* tabatin un ganashi di $95 miyon den e promer mitad di 1982. E perdida di $20 miyon cu a wordo reporta den e promer mitad di 1981, tabata inclui e impacto desfavorabel di accionnan cu Departamento di Energia a tuma e anja ey durante e ultimo simannan di regulacion di control di e prijs di petroleo crudo.

"*Den exterior, exploracion di petroleo y ganashi di produccion* tabata $720 miyon den e promer mitad di 1982, un rebaho di 26% di e $974 miyon di e promer mitad di anja pasa. Menos cantidad di venta di gas natural y gastonan mas halto di exploracion den mayoria di lugarnan den exterior tabata a factornan principal.

Refinamento den exterior y ganashi den mercado a suma na un total di $58 miyon na 1982, un rebaho di e $405 miyon di e promer mitad di 1981. E presion duro cu tin riba e margen door di e reduccion den pedida y e aumento actual den prijs local di petroleo crudo cu ta geprijs na dollar estadounidense, a afecta e ganashi den tur e mercadonan principal di Exxon den exterior, principalmente na Europa.

"*Operacion quimico* tabatin ganashi di $67 miyon den promer mitad di 1982, un rebaho di 57%. Cantidad di venta a wordo reduci cu 11% den E.U. y cu 7% den exterior; esaki ta relata generalmente na e condicionnan economico cu ta sigi desfavorabel mundialmente y e efectonan cu nan tin riba e mercado pa productonan quimico. Ademas, e reduccion di margen den algun area, a contribui na e reduccion di ganashi."

Gasto mundial di capital y exploracion, a suma na $5,544 miyon den e promer mitad di 1982, un aumento di 20.7% for di e mesun periodo anja pasa. Gastonan den E.U. a suma na $3,081, 42% riba e gastonan di e promer mitad di 1982.

Employees in action . . .

Some say that "work without play is no fun," doctors say it is not healthy either. Some employees, as seen on this page, entertain themselves after work with a hobby, or practice some sports activity for physical fitness or mental relaxation.

Algun hende ta bisa cu "trabow sin ningun diversion no ta placentero," y dokter ta bisa cu esey no ta saludable tampoco. Riba e pagina aki por mira con algun empleado ta diverti nan mes despues di trabow, sea cu un hobby of cu algun deporte pa relaha nan mente of pa mantene condicion fisico.

Willie Wilson *di Technical Department ta hopi contento cu su cosecha e onjo aki: dos batata dushi inmensomente grondi. "Nunco mi no a wak nan asina grondi na Aruba," ela biso cu orguyo. Willie tambe ta planta mata di bacoba y otro frutanan tropicol, manera mango, den su curo. Willie ta uso e ehercicio oki pa keda den ban condicion fisico.*

Nelson Goeloe, of the Technical Department practices sports "to keep in good physical condition." He recently became the veteran champion (35-years and up) of a table-tennis tournament in Aruba. At the Centro di Bario Lago Heights be trains a team of beginners in table-tennis. He also participates in soccer games and softball tournaments, and jogs three times a week in the Butucu area. "Instead of watching television, I'd ratber practice sports. It also helps me to relax mentally."

Photography is an earnest bobby *Otlio Goeloe* of tbe Mechanical Department pursues in his leisure time. Altbougb he takes pictures for weddings and other sucb occasions, be prefers to capture "an unusual angle, a simple but meaningful part of nature or

feelings attached to objects . . ." On one of bis pbotograpby trips, Otilio photographed this desolated wooden bouse in tbe San Nicolas area.

Per Nord . . .

(cont di pag 7)

Mirando tur e problemanan cu tin den e industria petrolera, bo por pensa ainda cu Lago tin un bon futuro?

Claro cu si. Pero atrobe mi mester menciona cu nos mester mantene nos mes competitivo y nos mester haci e refineria atractivo pa procesa crudo di Venezuela. Hopi di e hendenan mas halto den e organizacion di Exxon y di gerencia di Lago ta trahando duro pa segura un futuro pa Lago. Tur empleado por contribui den nan mesun area di responsabilidad door di haci un bon trabow y door di ser prepara y dispuesto pa ahusta manera wordo requeri den interes di eficiencia

Per Nord y su esposa, Guri, ta gozando intensamente di Aruba, "hunga tennis, landa, e clima, e hendenan, . . . tur cos . . ."

Ora cu a puntre si toch e ta contento di bai back na su pais natal, ela contesta:

". . . mi'n tin sigur . . . mi lo haya falta di Aruba . . ."

Na nomber di Lago . . . Bon viahe . . . y exito na Norwega.

ARUBA Esso NEWS

Lago Oil & Transport Co., Ltd.

Aruba, Netherlands Antilles

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October 1982

OIF's to continue with OI effort

The world business environment as well as people's needs and wishes are undergoing constant changes. Organizations have had to develop methods of managing within those changes so as to maintain or achieve even more effectiveness.

Organization Improvement, or OI, as we know it here at Lago, is similar to efforts going on in many places in the Exxon circuit and in other companies all over the world. The goal is to improve the organization by opening up opportunities for employees to increase their productivity and teamwork to better respond to change.

While the Management II workshops, held as part of OI during the last year, have been formally completed, Lago has named two Organization Improvement Facilitators (OIF's), Robby Arends from the Process Department and Marvin Dupersoy from the Mechanical Department, to help continue with the OI effort.

"The main role of the OIF's will be to "facilitate" OI at operating levels in those Departments and to further assist 2nd line Supervisors in follow-through on action plans coming out of the Management II workshops," said Bill Brenneman, Lago's Organizational Development (OD) Training Advisor.

According to Bill, one of the first jobs of the OIF's will be to take a lead role in conducting the First Line Supervisory Training later this year. "OIF's will also be following through with the First Line Training participants to assist them in on-the-job application of the skills developed through the training workshops."

To partly prepare themselves for these tasks, Robby and Marvin along with Jopie Croeze of Lago's Technical Department recently attended OI training seminars in Indianapolis, Indiana, and visited with employees filling similar roles at Exxon U.S.A.'s Baytown Refinery.

Robby commented: "Baytown started implementing OI about four years ago, and has seen many improvements as a result. They have one OIC (in Baytown they are called OI Coordinators) in every division of the

(cont on page 3)

OIF's ta continua cu esfuerzo den MO

E ambiente mundial di negoshi y e deseo y necesidad di hende, ta cambia constantemente. Organizacionnan mester a desaroya cierto metodonan pa funciona dentro di e cambionan pa asina mantene of logra ainda mas efectividad.

Mehoracion di Organizacion, of MO (na ingles OI), manera e ta conoci aki na Lago, ta semehante na esfuerzonan ocurriendo na hopi lugar den circulo di Exxon y den otro companianan rond di mundo.

E meta ta pa mehora e organizacion, door di crea oportunidad pa empleado aumenta nan productividad y nan trahamento den grupo, pa asina tin un reaccion mas positivo en cuanto cambio.

Mientras cu e "workshop" di Management II, cu a wordo teni como parti di MO durante e anja cu a pasa, a termina, Lago a nombra dos persona pa Facilita Mehoracion di Organizacion (OIF's na ingles), Robby Arends di Process Department y Marvin Dupersoy di Mechanical Department, pa asisti den e continuacion di e esfuerzonan den MO.

"E meta primordial di OIF's lo ta di "facilita" MO na nivel di operacion den e Departamentonan concerni y pa sigi asisti 2nd Line Supervisors cu e plannan di accion cu a resulta di e workshopnan di Management II", Bill Brenneman, e Consehero di Entrenamento den Desaroyo di Organizacion (na ingles OD), a bisa.

Segun Bill, un di e promer trabownan di OIF's lo ta di hunga un papel principal den conduci e First Line Supervisory Training mas laat den anja. "OIF's tambe lo sigi asisti e participantenan di e First Line Training

(cont riba pag. 7)

Cavallaro succeeds Per Nord as Lago VP

Antonio Cavallaro
A Director and
Vice President
of Lago

Antonio Cavallaro, former Manager of Motoring Sales, Esso Italiana, recently arrived in Aruba to succeed Per Nord in the position of a Director and Vice President of Lago.

Mr. Cavallaro joined Exxon in 1960, and since then has held several positions in the refining function, including Manager of the SARPOM Refinery in Trecate, Manager of the Augusta Refinery and Retail Manager of Esso Italiana. On behalf of Lago, welcome to Mr. Cavallaro, his wife Marina and his children Marco, Lorenzo and Pietro.

Per Nord honored at farewell party

ARUBA ESSO NEWS
Editor: Mrs. M Jansen-Feliciano
Photographs by: Joe's Photography Service
Printer: Verenigde Antilliaanse Drukkerijen N.V.

On August 31, Lago management members attended a farewell party at the Esso Club in honor of the now Ex-Vice President Per Nord.
Amongst beautiful decorations and a buffet of delightful snacks, Lago President Gerry Golden highlighted Mr. Nord's contributions to the Company. Mr. Nord expressed his appreciation for all employees and recalled a few experiences from his 4-1/2 years at Lago.

Exxon Update

Bayway Refinery Capacity Reduced

Exxon U.S.A. announced recently it will reduce the refining capacity of the Bayway refinery, from 265,000 barrels a day to 100,000 B/D over the next year. A portion of the crude oil processing equipment will be shut down, while some of the reduced crude oil runs will be offset by increased production in the Company's Gulf Coast refineries.
Due to a continuing excess refining capacity, the Bayway Refinery had already been operating at reduced levels this year. The Bayway Refinery in Linden, New Jersey, is one of the five major refineries Exxon operates in the U.S.A.

850 Service Stations to Close

About 850 service stations in five states of the U.S.A. will be sold or shut down over the next year, involving sales of about 18,000 B/D of gasoline. Heating oil distribution will also be discontinued in the affected markets, causing the shutdown of about 80 heating oil distributors and the withdrawal of 5,000 B/D of distillates from those markets.

Goal is to Become More Effective

At this year's annual shareholder's meeting held in New York, Exxon Corporation Chairman Cliff C. Garvin Jr., commented on decisions as published above: "Over the past year, we have taken a number of steps to make us more competitive in the markets in which we participate. We are shutting down refinery capacity that is

(cont on page 8)

Ultimo Noticia di Exxon

Capacidad di Bayway Refinery a Wordo Reduci

Exxon U.S.A. recientemente a anuncia cu e lo reduci e capacidad di refinacion di Bayway Refinery, di 265,000 baril pa dia te cu 100,000 B/D den periodo di un anja. Un parti di e equipo pa procesa crudo lo wordo sera, mientras cu un parti di e reduccion den refinacion di crudo lo wordo compensa cu e produccion cu lo wordo aumenta den e refinerianan di Compania na Gulf Coast. Pa causa di un capacidad excesivo continuo di refinacion, Bayway Refinery ya tabata operando riba nivelnan reduci e anja aki. Bayway Refinery na Linden, New Jersey, ta un di e cinco refinerianan di mas grandi cu Exxon ta opera na Estados Unidos.

850 Stacion di Gasolin lo Sera

Mas o menos 850 stacion di gasolin den cinco estado di E.U. lo wordo bendi of sera den e siguiente anja, envolviendo venta di mas a menos 18,000 B/D di gasolin.
Reparticion di zeta pa calefaccion tambe lo wordo descontinua den e mercadonan afecta, causando 80 distribuidor di zeta pa calefaccion pa sera y 5,000 B/D di productonan destila pa wordo kita for di e mercadonan ey.

E Meta ta pa Bira Mas Efectivo

Na e reunion anual pa accionista cu a tuma lugar e anja aki na New York, e Presidente di Exxon, Cliff C. Garvin Jr. a comenta riba decisionnan manera esnan cu a wordo publica aki riba: "Den e anja cu a pasa, nos a tuma algun medida pa nos por competi den e mercado

(cont riba pag 8)

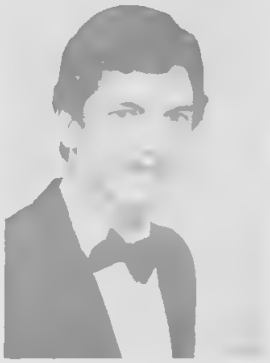
Crenshaw, Esch joined Lago

In September, William A. Crenshaw replaced Claude Owen in the position of Security Administrator in the Industrial Security Department.
William was a former Assistant Security Administrator at Esso Inter America.
Donald D. Esch has succeeded Kenneth Brook as Division Superintendent of the Process Department's Oil Movements and Shipping Division. Prior to his current position, Donald was Head of the Coordination Department at the Bayway Refinery.

William Crenshaw
Security Administrator
Industrial Security
Department

Donald Esch
OM&S Division
Superintendent
Process Department

Promotions



Reuben Laclé
Area Supervisor
Mechanical Department

Hilton Hassell
Engineering Associate
Technical Department

Edmund Dañe
Security Sergeant
Industrial Security
Department

Efraim Tromp
Shift Supervisor
Process Department

EDITOR'S NOTE: Due to circumstances, the "New Faces" feature could not appear in this month's issue, but will be continued next month.

OI Facilitators . . .

(cont. from page 1)

Process and Mechanical Departments and they have many other employees that have gone through the OIC training process. In Baytown we observed and participated in workshops, we reviewed the materials they use in training and learned how they set their goals and priorities. Baytown was a good experience; the OIC's got their training from Organizational Development experts and the organization was a good example of the OI effort."
Jopie who has seen improvements in his section coming from application of management skills covered in Management II, firmly believes that the OI effort will succeed at Lago.

"Once employees understand that an improved Lago is to their own benefit, I think they will be willing to get involved. With approaches like improving teamwork, employees can improve on the way they are doing their jobs, save time, create a better working environment, and receive more personal satisfaction, while improving the organization."

Marvin said that a very important ingredient in the OI effort is the involvement of employees. "Their ideas for improvement and their commitment to see results will make OI happen. The OI effort has to take place from top management level to the wage earner level and with concerted efforts and a willingness to adapt to change, improvements will definitely occur." Marvin also said that the OI effort is a continuing process, because "you constantly have to adapt to changing situations."

"I'm optimistic about the Lago OI effort", Robby stated, "in the first place, top management has attended the Management workshops and is committed to the effort. Secondly, I personally applied the skills I received through Management II and I saw improvements in cost control, behavior, skills and performance. I definitely see a purpose for training employees in management skills."

In other words, there is a lot for employees and Lago to gain from application of sound Organizational Improvement concepts. Having Organizational Improvement Facilitators working in the Departments is sure to make the change occur smoothly with the commitment of the people within the Company.

Lightering operations: a challenge

Joe van der Linde has qualified as Aruba's first lightering master

About five years ago, at a time when the demand for crude was high, and the reefberths were full with ships waiting for shore transshipment, lightering operations were initiated at Lago as an alternative.

"Lightering" refers to the transfer of crude at sea from one ship (usually a ULCC — Ultra Large Crude Carrier — or a VLCC — Very Large Crude Carrier) to another (usually an MST — Medium Size Tanker).

Lightering operations for all Exxon affiliates are handled by Esso Tankers Incorporated (ETI) in New York. ETI also customarily furnished Lago's lightering operations with their own lightering master, until a few months ago when Joe van der Linde, one of Lago's former docking masters, was tested by ETI and qualified to become Aruba's first lightering master. The lightering master is the one in charge of the complete lightering operation. "I considered it a challenge to qualify as a lightering master. Most lightering masters have had many more years of experience prior to becoming a lightering master than I have," said Joe, who has only been working at Process Department's Oil Movements and Shipping Division for the past seven years.

Prior to positioning the rubber fenders to the Medium Size Taoker, the feoders have to be inspected and wires attached to them. Above, fron left to right, B. van Duin, P. Loefstop, E. Dubero, A. Ponson, E. Ridderstap and J. van der Linde.

"You have to have nerves of steel to remain calm under the difficult situations that can arise on sea. Joe was rated as one of Lago's best docking masters and was recommended by us to ETI to be tested. ETI sets very high standards for lightering masters," said Ken Brook, former Division Superintendent of the Oil Movements and Shipping Division.

Lightering operations at Lago usually start early in the morning at about 5:00 a.m. when the wind is calm. At that time Joe, along with Bert van Duin, who is being trained by Joe to become a lightering master, and six riggers, Pablo Loefstop, Everaldo Dubero, Arnold Ponson, Emi Ridderstap, Mike Vrolijk and Lucio Beauman, start placing all necessary materials, such as hoses and ropes, on board of the MST and the VLCC/ULCC. After the rubber fenders are positioned alongside the MST, Joe along with five riggers embark on that ship, while Bert with one rigger go on the VLCC/ULCC.

After Joe discusses the operation and reaches an understanding with the captain of the ship, the journey begins.

Lago's selected area for lightering is about 18 km west of Aruba, where the wind factor and the sea current minimize risks during transfer. After two hours of sailing from the San Nicolas Harbor, the vessels arrive at the selected area. Joe then directs the MST to about I beam (the width of a ship) parallel off the VLCC/ULCC, adjusts the speed to that vessel's and then, while both ships are moving, he directs the MST closer to the VLCC/ULCC until the fenders of the MST barely touch her. Once that climactic point is reached, wires are sent out to hold the MST along the VLCC/ULCC. When the MST is completely moored, the VLCC/ULCC slows down, heads into the current and then anchors. The riggers along with the other crewmembers connect the hoses, and the lightering master along with Bert complete a list of check-ups: they measure the crude, take watercuts (measurement of the water on bottom of the tank) and crude temperature on the VLCC/ULCC, and measure the ballast and the slop and conduct a dry tank inspection of the MST. A complete safety inspection and an anti-pollution check is also conducted. During the transfer of the crude, which can take anywhere from 5 to 14 hours, depending on the quantity transferred, the lightering master constantly remains alert for any alterations in the weather and checks the wires and the overall behavior of the ships with the assistance of two riggers who remain on shift on a rotation basis.

Lightering operations, such as this, have taken place about 130 times at Lago in the past five years, with ± 50,000,000 (fifty million) barrels of crude transferred.

After all the crude has been transferred and final check-ups are made, the ships return to the San Nicolas Harbor, where the local crew goes ashore. The MST eventually proceeds to its next destination, while the VLCC/ULCC mostly remains anchored.

In the meanwhile, 24 hours or more have transpired. A full day of activity at sea. One must obviously enjoy challenge, excitement and hard work, in order to do this job well!

Before departing to the selected lightering area, hoses and other materials are delivered to the Medium Size Tanker io the San Nicolas Harbor.

Mientras cu e MST ta ancra na e ULCC/VLCC, preparacion ta wordo haci pa conecta e hose-nan pa traslado di crudo.

Traslado di bapor grandi pa chiquito: un desafio

Joe van der Linde a qualifica como e promer "lightering master" Arubiano

Mas o menos cinco anja pasa, tempo cu e demanda pa crudo tabata halto, y e piernan tabata yen di barco wardando pa haci transborde riba tera, Lago a cuminza uza e sistema di transferencia directo (lightering) como un alternativa.

"Lightering" ta referi na e traslado di crudo riba laman grandi di un bapor (hopi biaha esaki ta un ULCC-Bapor di Carga Crudo Ultra Grandi of un VLCC-Bapor di Carga Crudo Hopi Grandi) pa otro (mayoria di vez esaki lo ta un MST-un Tanquero Mediano).

Lightering di tur afiliado di Exxon ta wordo trata pa Esso Tankers Incorporated (ETI) na New York. ETI tabata tin e custumber tambe di provee Lago cu nan mesun "lightering master" pa e operacion aki, te ora cu algun luna pasa Joe van der Linde, kende tabata un loods na Lago, a wordo proba pa ETI y a qualifica pa bira e di promer lightering master di Aruba. E lightering master ta esun encarga cu henter e operacion di transferencia directo di crudo. "Pami tabata un desafio pa qualifica como un lightering master. Mayoria di lightering masters tabata tin mas anja di experiencia cu ami tin promer cu nan a bira lightering masters," Joe, kende te awor aki a traha pa solamente siete anja den Oil Movements and Shipping Division di Process Department, a bisa.

"Bo mester tin bon control riba bo nervionan pa keda calmo bao di e situacionnan dificil cu bo por encontra riba laman. Joe a wordo considera di ta un di e mihor loodsnan di Lago, y nos a recomende na ETI pa wordo getest. ETI ta pone normanan hopi halto pa lightering masters," Ken Brook, e Superintendente anterior di Oil Movements and Shipping Division a bisa.

E operacion di traslado di crudo na Lago mas parti ta cuminza mainta trempan pa mas o menos 5:00 a.m. ora cu e biento ta calmo. Na e ora ey Joe hunto cu Bert van Duin, kende Joe ta entrena pa bira un lightering master tambe, y e seis "rigger"-nan (esnan cu ta equipa y arregla e bapor), Pablo Loefstop, Everaldo Dubero, Arnold Ponson, Emi Ridderstap, Mike Vrolijk y Lucio Beauman ta cuminza pone tur material necesario manera hose pa traslada crudo y cabuya, a bordo di e MST y e VLCC/ULCC.

Despues cu guardabarronan di rubber a wordo poni na banda di e MST, Joe hunto cu cinco rigger ta subi e bapor ey, mientras cu Bert y un rigger ta bai riba e VLCC/ULCC. Despues cu Joe ta discuti e operacion y ta yega na un acuerdo cu e capitan di e barco, e viahe ta cuminza.

E area cu Lago tin selecta pa traslado ta 18 km pabow di Aruba, na unda e biento y e corriente di laman ta minimiza e risiconan durante transferencia.

Despues di navega pa dos ora for di haf di San Nicolas, e barconan ta yega na e area selecta. Joe ta dirigi e MST te ora cu e yega un beam (hanchura di un bapor) leuw na un banda di e VLCC/ULCC, e ta ahusta e speed na esun di e VLCC/ULCC y despues, mientras cu ambos barco ta move, e ta dirigi e MST cerca di e VLCC/ULCC te ora cu e guardabarronan ta mishi otro. Una vez cu a yega na e climax ey den e operacion di traslado, ta manda waya pa tene e MST na e VLCC/ULCC. Ora cu e MST ta completamente sigura, e VLCC/ULCC ta baha velocidad y ta bai contra e corriente pa despues ancra. E riggernan hunto cu e otro miembronan di tripulacion ta conecta e slangnan, y e lightering master hunto cu Bert ta ehecuta un serie di examinacion: nan ta midi e crudo, e awa den tanki, y e temperatura di e crudo di e VLCC/ULCC, y nan ta midi e "ballast" y e "slop" y nan ta conduci un inspeccion di tanki bashi di e MST. Un inspeccion completo di seguridad y un di anti-polucion tambe ta wordo haci.

Durante e traslado di crudo, cual por tuma entre 5 pa 14 ora, dependiendo di e cantidad traslada, e lightering master mester keda alerto constantemente pa cualquier alteracion den e tempo y ta check waya y e comportacion general di e bapornan cu e asistencia di dos rigger cu ta keda riba shift a base di rotacion.

Operacion di traslado, manera esun aki, a tuma lugar ± 130 biaha na Lago den e ultimo cinco anjanan, cu 50,000,000 (50 miyon) baril di crudo traslada.

Despues cu tur e crudo a wordo traslada, y e ultimo examinacionnan a wordo haci, e bapornan ta regresa haf di San Nicolas na unda e tripulacion local ta baha. E MST eventualmente ta continua pa su siguiente destino, mientras cu e VLCC/ULCC mas tanto ta keda ancra.

Mientras tanto, 24 ora of mas a transcurri. Henter un dia yen di actividad na laman. Pa haci e trabow aki bon, un hende mester por ta disfruta di desafio, excitacion y trabow duro!

17 countries participate in Fire Program

In September, the Fire Section of the Industrial Security Department conducted two Fire Training Programs for a total of 49 participants from 17 different countries.

The 40-hour course involved a basic but extensive training in multiple facets of fire fighting. All participants received ample experience in the extinguishment of actual fires, working alone and as a member of a team. They received instruction in the types and operation of various fire fighting equipment; the use of water, foam and dry chemicals in extinguishing fires; the use of self contained breathing apparatus (S.C.B.A.), and rescue of injured persons. Safety was also continuously emphasized during the training.

The first one-week course was conducted in English and included Exxon employees from Barbados, Bahamas, Bermuda, Haiti, Jamaica, Surinam, Nicaragua, Guatemala, Puerto Rico and Panama. Several members of Shell in Curaçao and of the Aruba Fire Department also attended. The second Fire Training Program for Exxon employees from Argentina, Chile, Colombia, El Salvador, Guatemala, Honduras and Nicaragua was conducted in Spanish.

Participants in the Fire Training Program held in September at the Lago Fire Training Ground, received ample training in the extinguishment of actual fires.

This is the second year Lago provided fire training to participants from overseas. "We have excellent facilities, good equipment and a good safety record here and word gets around. Last year we even had one participant from Thailand. We're getting more requests for training from overseas than time permits us to give right now", said Jacinto "Chin" Harms, Lago's Fire Chief and Coordinator of the Fire Training Program. Chin was assisted in the instruction by Pete Rasmijn, Fire Technician, and by Lago Volunteer Fire Brigade Captains, Ernie Williams, "Papie" Willems, Juan Kock and Errol Brown.

Bernhard Kalis, captain of the Aruba Lago Emergency Rescue Team (ALERT), and Henke Peters of the Dive Rescue Team also provided instruction in their respective areas.

All of Lago's senior professional and volunteer fire fighting personnel have advanced training in fire protection and many have taken additional courses in the U.S.A. Chin, for example, in his eight years as Fire Chief and Instructor, has visited Texas A&M and several other recognized institutions to gain knowledge on improvements in equipment and facilities.

"The idea is to return and incorporate pertinent improvements at Lago. That's why we now have such an excellent program with increasing requests for participation from abroad", Chin said.

Service Milestones

Feliciano Arends
30 years service

Nicolaas Quandt
30 years service

George Richardson
30 years service

Francisco Ruiz
30 years service

Antonio Schwengle
30 years service

Nilo Swaen
30 years service

Everett Karsten
25 years service

Eddy Thodé
25 years service

17 pais a participa den Programa di Candela

Na September, e Fire Section di Industrial Security Department a conduci dos Programa di Entrenamento di Candela pa un total di 49 participante di 17 diferente pais.

E curso di 40 ora aki a envolve un entrenamento basico pero extensivo den diferente aspecto di combati candela. Tur participante a haya suficiente experiencia den paga candelanan di berdad, sea individualmente of den grupo. Nan a haya instruccion den e diferente clasenan y operacion di e equiponan pa combati candela; e uzo di awa, scuma y quimiconan seco den pagamento di candela; e uzo di e aparato pa respiracion independiente (S.C.B.A.), y rescate di personanan herida. Seguridad tambe a wordo enfatisa continuamente durante e entrenamento.

E promer curso di un siman a wordo conduci na Ingles y a inclui empleadonan di Exxon for di Barbados, Bahamas, Bermuda, Haiti, Jamaica, Suriname, Nicaragua, Guatemala, Puerto Rico y Panama. Diferente miembro di Shell na Corsow y di e Departamento di Candela di Aruba tambe a atende. E segundo Programa di Entrenamento di Candela pa empleadonan di Exxon for di Argentina, Chile, Colombia, El Salvador, Guatemala, Honduras y Nicaragua a wordo conduci na Spanjo.

Esaki ta e di dos biaha cu Lago ta provee entrenamento di candela pa participantenan di exterior. "Nos tin facilidadnan excelente, bon equipo y un bon record di seguridad y hendenan ta haya sa. Te hasta nos a haya un participante di Thailand anja pasa. Nos ta haya mas peticion for di exterior pa entrenamento, cu lo cual tempo ta permiti nos pa duna actualmente", Jacinto "Chin" Harms, Fire Chief di Lago y Coordinador di e Programa di Entrenamento di Candela, a bisa. Pete Rasmijn, Fire Technician, y e capitannan di e Brigada Voluntario di Candela di Lago, Ernie Williams, "Papie" Willems, Juan Kock y Errol Brown, a asisti Chin den instruccion. Bernhard Kalis, capitan di e Aruba/Lago Team di Rescate ora di Emergencia (ALERT), y Henke Peters di e Team di Rescate den Awa, tambe a provee instruccion den nan respectivo areanan.

Tur senior profesional y voluntario di Lago cu ta combati candela a ricibi entrenamento avanza den proteccion contra candela y hopi a sigi cursonan adicional den E.U.

Por ehempel, Chin, den su ocho anja como Fire Chief y Instructor, a bishita Texas A&M y varios otro institucion reconosi, pa gana conocimiento riba mehoracionnan den equipo y facilidadnan.

"E idea ta pa incorpora mehoracionnan significante ora bo regresa. Pesey awor aki nos tin un programa asina excelente cu un aumento den peticion for di exterior pa participa", Chin a bisa.

21 Mechanical and Project Engineers attended a 5-day Mechanical Engineering Design Training Course conducted by 3 ER&E instructors at Lago. The training covered such topics as materials selection considerations, pressure vessel/heat exchanger design, piping design and tankage.

Mehoracion di Organizacion . . .

(cont di pag 1)

den nan aplicacion na trabow di e abilidadnan cu nan a desaroya via e workshop di entrenamento."

Pa prepara nan mes parcialmente pa e trabow aki, Robby y Marvin hunto cu Jopie Croeze di Technical Department di Lago recientemente a atende seminario di entrenamento di MO na Indianapolis, Indiana y a bishita empleado cu tin e mesun trabow na Baytown Refinery di Exxon U.S.A.

Robbie a comenta: "Baytown a cuminza implementa MO mas o menos cuatro anja pasa, y a ripara hopi mehoracion como resultado di esey. Nan tin un OIC (na Baytown nan ta wordo yama Coordinador di MO) den tur division di e departamentonan Process y Mechanical y nan tin hopi otro empleado cu a participa den e proceso di entrenamento di MO. Na Baytown nos a observa y participa den workshop, nos a revisa materialnan cu nan ta uza den entrenamento y nos a sinja con nan ta coordina nan meta y prioridad. Baytown tabata un bon experiencia; OIC's a haya nan entrenamento fe expertonan OD y e organizacion tabata un bon ehempel di e esfuerzonan di MO."

Jopie, kende a wak mehoracion den su seccion cu a resulta di e aplicacion di abilidad di gerencia cu a wordo cubri den Management II, ta kere firmemente cu e esfuerzonan pa MO lo tin bon resultado na Lago. "Una vez empleadonan compronde cu un mihor Lago ta beneficia nan mes, mi ta kere cu nan lo kier compromete nan mes mas. Cu e uzo di metodonan manera mehoracion di trabow den grupo, empleadonan por mehora nan manera di traha, spaar tempo, crea un mihor ambiente na trabow, y haya mas satisfaccion personal mientras cu e organizacion ta wordo mehora."

Marvin a bisa cu un ingrediente masha importante den MO ta e dedicacion di empleadonan." Nan ideanan pa mehoracion y nan empenjo pa wak resultado lo resulta den MO. E esfuerzonan di MO mester tuma lugar for di e nivel di mas halto di gerencia pa e nivel di empleado cubri pa contrato, y cu esfuerzonan di ambos banda y un actitud positivo tocante cambio, mehoracionnan definitamente lo tuma lugar."

Marvin a bisa tambe cu MO lo ta un proceso continuo, pasobra "constantemente bo mester adapta na situacionnan cu ta cambia."

"Mi ta hopi optimista pa e esfuerzonan di MO na Lago," Robby a declara, "Na di promer lugar, gerencia a atende Management workshops y a compromete nan

(cont. riba pag 8)

Exxon Update . . .

(cont from page 2)

surplus to our needs, and upgrading the rest to increase our ability to produce high value products from poorer quality crudes. We are tightening up on controllable expenditures throughout the organization, and we are taking a hard and comprehensive look at all major projects, underway or planned, to make sure that we are justified in going ahead with them at a pace previously planned."

After Mr. Garvin explained the reasons for the discontinuation of Exxon's funding of the Colony Shale Oil Project, a billion dollar project in Colorado aimed at producing synthetic fuel out of shale, he made the following remarks:

"A point to keep in mind is that our goal in all these decisions is not to become less of a force in the world energy market but to become a more effective one. If the 100 years of Exxon's history have taught us anything, it is that change is inevitable and that sometimes it comes more rapidly than we would like. When it does, we have little choice but to adapt . . . to stay broadly on course but to recognize changing realities and opportunities . . ."

Cerrejon Coal Project Continues

On the bright side, the Cerrejon Coal Project, one of the largest projects under construction by Exxon, was recently given approval to proceed after an Esso Inter America reappraisal of the project status for Exxon Corporation. The Cerrejon coal mine, located in Colombia's northermost province, La Guajira, is estimated to produce about 15 million tons of coal a year for 23 years. To get a sense of the size of this operation, it has been said that the Cerrejon coal mining is equivalent to digging a Panama Canal every 18 months.

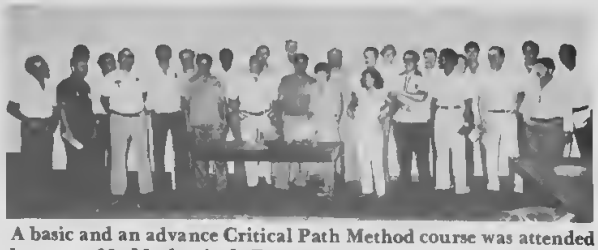
Mas di 30 graduado di L.V.S. na 1952 a ricibi nan condecoracion di 30 anja di servicio, despues di un introduccion di Presidente Golden.

Mehoracion . . .

(cont di pag 7)

mes cu e esfuerzo. Na di dos lugar, ami a aplica e abilidadnan cu mi a haya via Management II personalmente y mi a wak mehoracion den control di gastonan, conducta, abilidad y ehecucion di trabow. Definitivamente mi ta wak un proposito den entrena empleado den abilidadnan di gerencia."

Mihor bisa, empleadonan y Lago por beneficia hopi di e aplicacion di conceptonan solido di Mehoracion di Organizacion. Cu OIF's trahando den e Departamentonan e cambionan lo sosode suavemente cu e dedicacion di e hendenan den Compania.



A basic and an advance Critical Path Method course was attended by over 30 Mechanical Department employees. The course, taught by a CPM consultant, included information on goal setting, planning, scheduling, monitoring, and reporting. Below: A 3-day Mechanical Engineering Computer Workshop was conducted by ER&E instructors for 11 Lago engineers. The workshop covered computer programs such as SIMPLEX, TABS and API.

Noticia di Exxon . . .

(cont di pag 2)

cu nos ta participa. Nos ta limitando capacidadnan di refineria cu ta di mas, nos ta mehorando e otronan por completo pa aumenta nos abilidad di produci productonan cu valor mas halto fe crudo di menos calidad. Nos ta rebaha e gastonan cu nos tin control ariba den henter e organizacion y nos ta tuma bon nota di tur proyectonan principal, sea cu nan ta planea of ya kaba na caminda, pa sigura cu nos ta hustifica pa sigi padilanti cu nan segun plan."

Despues cu Sr. Garvin a splica e motibonan pakico Exxon a descontinua nan fundacion di e proyecto di Colony Shale Oil, un proyecto di biyones di dollar na Colorado cual tabatin como proposito e produccion di combustible syntetico for di "shale" (piedra cu ta contene mineral), ela haci e siguiente remarcanan:

"Mester tene na cuenta cu nos meta, den tur e decicionnan aki, no ta di bira debil den e mercado mundial di energia, pero di bira mas efectivo. Locual e 100 anja di historia di Exxon seguramente a sinja nos, ta cu cambio ta inevitabel y cu tin ora cambio ta sosode mas liher cu nos kier.

Ora cu e bin . . . nos mester adapta . . keda mas tanto riba e caminda escogi pero tambe reconoce oportunidadnan y realidadnan cu ta cambia . . ."

Proyecto di Carbon na Cerrejon ta Continua

Un bon noticia ta, cu e proyecto di Carbon di Cerrejon, un di e proyectonan mas grandi di Exxon bao construccion, recientemente a haya aprobacion pa continua cu e proyecto, despues di un evaluacion di e status di e proyecto cu Esso Inter-America a haci pa Exxon Corporation. Ta ser calcula cu e mina di Carbon Cerrejon, localiza den provincia mas pa nord di Colombia, La Guajira, lo produci 15 miyon tonelada di carbon pa 23 anja largo. Pa duna un idea di e magnitud di e operacion aki, a ser bisa cu e proceso di mina e carbon na Cerrejon ta equivalente na coba e Canal di Panama kada 18 luna.

ESL program initiated at Lago

Most Lago employees are specialists in one or another technical or professional field.
That is not all that is needed, however, to be effective in a large complex organization.
An organization, such as Lago, cannot operate smoothly without adequate communications. So employees communicate, often in written reports, notes and memos. And no matter what language is spoken at home, English is used to communicate at work.
To help improve the clarity and quality of work-related communication at Lago, an ESL (English as a Second Language) program is being conducted by the Training Section of the Employee Relations Department.

"We may all have some knowledge of written English, but a language is a skill you constantly have to work at, including those people whose first language is English," said Mary Jean Mehoves, an ESL teacher in California who is here on a three week visit to help plan and test the program. Jean has degrees in Linguistics and Anthropology.
The ESL program was initiated at the end of October with two courses, each dealing with a different level of English usage and grammar points which are essential in the writing of reports, presentations and formal memos. The courses are being held at the Training

(cont. on page 3)

ARUBA ESSO NEWS
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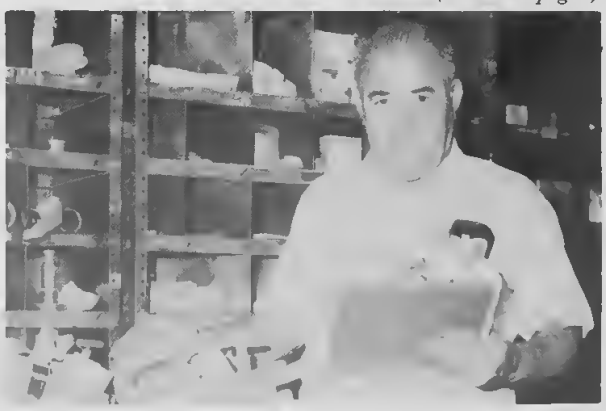
NOVEMBER 1982

Programa ESL inicia na Lago

Mayoria di empleado di Lago ta specialista riba un of otro tereno tecnico of profesional. Sinembargo, esey no ta tur locual ta necesario pa ta efectivo den un organizacion grandi y complica. Un organizacion, manera Lago, no por opera suavemente sin comunicacion adecuado. Pesey empleado ta comunica, hopi biaha door di scirbi reportahe, nota y memorandum. Y aunque otro idioma ta wordo papia na cas, Ingles ta wordo uza pa comunica na trabow.
Pa yuda mehora e claridad y qualidad di comunicacion relaciona cu trabow na Lago, e programa ESL (Ingles como segundo idioma) ta wordo conduci pa e Training Section di Employee Relations Department. "Tur hende por tin algun conocimiento di scirbi Ingles, pero un idioma ta un abilidad cu bo mester traha riba dje constantemente, incluyendo esnan cu tin Ingles como nan idioma natal," Mary Jean Mehoves a bisa. Jean ta un instructor di ESL na California kende ta akinan pa tres siman pa yuda planea y test e programa. Jean tin grado den Linguistica y Antropologia.
ESL a wordo inicia na fin di October cu dos curso. Cada curso ta trata cu un nivel diferente di uzo di Ingles y informacion di gramatica cu ta esencial den scirbimento di reportahe, presentacion y memorandum formal. E cursonan ta wordo teni na Training Center cu 12 pa 14 empleado participando den kada un.
Un tercer curso lo cuminza otro anja, enfocando riba pronunciacion y estructura gramatical.
Tin plan pa eventualmente organiza e cursonan di tal manera cu un hende por completa esun di promer y continua cu e dos otronan si ta necesario. Kada curso lo dura seis siman, cu tres ora di instruccion semanal. Mita ora of un ora extra lo wordo pasa den Laboratorio pa traha riba problemanan especifico di proyectonan relaciona cu trabow.
Sarah Mills, un graduado den Comunicacion for di Polytechnic na Central London kende antes a duna les di ESL na London y Portugal, lo ta e instructor di e

(cont riba pag 8)



He sure does not look like he will complete 46 years of service next March, but he will! Juancho de Cuba was employed at Lago as an apprentice when he was only 13 years old Today, he is an Acting Supervisor in the Materials Division of the Mechanical Department Juancho will not be seen at Lago for long, as his accumulated vacation starts this month and runs into his pension next year in May Among his colleagues, Juancho is called 'the Computer'. "Juancho has a photographic memory," explained Jerry Francis "If you need a phone number, symbol number, payroll number or procedure, the answer is always 'Call the Computer' "
Happy Retirement to Juancho de Cuba, the retiring employee with the most service years at Lago!

Oil and gas: how much, where?

ARUBA ESSO NEWS
Editor: Mrs. M. Jansen-Feliciano
Photographs by: Joe's Photography Service
Printer: Verenigde Antilliaanse Drukkerijen N.V.

The first oil well was drilled by E. L. Drake in 1859 in Pennsylvania. In 120 years oil and gas turned into the world's main source of energy, and it is widely assumed that oil and gas will have to continue supplying the world with half the amount of energy needed until the year 2000.

As the oil business seems to affect almost all aspects of life these days, it has become a recurrent topic of conversation.

How is oil formed? How do you find it? Although there has recently been a surplus of oil, how long will it last? Following is some information about these questions drawn from Exxon and other publications.

One of the first terms a student in petroleum geology may encounter is "sedimentary basin." That is a basin where layers of shale, sandstone or limestone were deposited by water, wind or glaciers over a period of millions of years. After a natural geological process, petroleum and gas, which form from the residue of rotting organic matter, gradually accumulate in the basin and in the pores and cracks between the layers. To find these pools, these sedimentary basins have to be studied. Up to now, 600 sedimentary basins throughout the world have been discovered by geologists. Of these, 160 are known to be productive of oil.

Egidio Thiel di Oil Movements and Shipping Division di Process Department, a ricibi un reconocimiento pa su di 40 anniversario den servicio na Lago, for di Don Esch, OM&S Division Superintendent. Masha Pabien na Egidio!

How Much Oil is There?

The total of all the oil and gas believed to be eventually recoverable, either by known or expected technologies is called the "total resource base." Those already found are "discovered resources," and those expected to be found in the future are "undiscovered potential resources."

Estimates for reserves in already discovered resources are based on the field's past production, its geological and geophysical characteristics and comparisons with similar fields.

According to recent Exxon estimates, the world's total resource base is believed to be between 3000 and 5000 billion barrels oil equivalent. (Oil equivalent means crude oil, plus natural gas expressed as its energy equivalent in oil, plus liquids removed from the gas). The total of discovered resource to date are believed to be between 2000 and 2500 billion barrels, while the undiscovered potential estimation is between 1000 and 2500 billion barrels. For comparison, the total world production since Drake's well in 1859 has been 700 billion

On the surface it may seem then, that there is "no problem."

(cont on page 8)

Petroleo y gas: cuanto, na unda?

E promer poz di petroleo a wordo bora door di E. L. Drake na 1859 na Pennsylvania. Den 120 anja, petroleo y gas a bira e fuente principal di energia den e mundo aki, y ta wordo supone pa un gran cantidad di hende cu petroleo y gas lo mester sigi suministra mundo cu mas di mitar di e cantidad di energia necesario te cu anja 2000.

Ya cu e industria petrolera ta parce di ta afecta casi tur aspecto di bida den e temponan aki, ela bira un topico comun di conversacion.

Con petroleo ta wordo forma? Na unda bo ta hayé?

Maske cu recientemente tabata tin sobrante di petroleo, con hopi mas tin?

Sigientemente tin algun informacion tocante e preguntanan aki, acumula for di publicacion di Exxon y otronan.

Con Petroleo ta Forma y Wordo Descubri

Un di e promer palabranan cu un studiante den geologia petrolera lo por encontra ta "base sedimentario." Esaki ta un area grandi bao tera na unda laag di piedra cu ta contene mineral, piedra di santo mezcla cu cement y piedra forma cu restonan organico, ta wordo deposita door di awa, biento y ijs den un periodo di miyones di anja. Despues di un proceso geologico natural, petroleo y gas, cual ta forma di e resto di materia organico putrí, poco a poco ta acumula den e base y den e porio y scheur meimei di e laagnan Pa descubri esakinan, e basenan sedimentario aki mester wordo studia. Te awor aki, 600 base sedimentario rond mundo a wordo descubri pa geologonan. Cien y sesenta di esakinan ta conoci di por contene petroleo.

Cuanto Petroleo Tin?

E total di gas y petroleo cu ta wordo spera di ser recobra, sea door di tecnologia conoci of spera den futuro, ta wordo yama e "base di recurso total." Esnan cu ya a wordo haya ta "recursonan descubri," y esnan cu ta wordo spera di ser haya den futuro ta "recurso di potencial no descubri."

Calculacion di reserva den e recursonan ya descubri ta basa riba e produccion di e area den pasado, su carac-

(cont riba pag 7)

newfaces


Mirna Loefstop
Technical


Oslin Boekhoudt
Technical


Ronny Mendeszoon
Technical


Mercedes Levenston
Mechanical


Miriam Oduber
Mechanical


Miles Mason
Seroe Colorado School


Larry Hoo
Mechanical


Cheryl Godet
Controller's


Eddy Banfield
Mechanical


Renato Emerencia
Mechanical


Carlos Rasmijn
Mechanical


Jaime Laclé
Mechanical


George Coats from ER&E
Technical


Austin van Heyningen
Mechanical

welcome


David Fleming from ER&E
Technical

ESL program . . .

(cont from page 1)

Center with 12 to 14 employees participating in each.

A third course, will start next year, focusing on pronunciation and English grammar structures.

It is planned to eventually organize the courses so that one could complete the first one and continue with the other two if needed.

The duration of the classes are six weeks with three hours of instruction weekly. An extra half hour or hour will be spent in a lab to work on specific problem areas in work-related projects.

Sarah Mills, a graduate in Communications at the Polytechnic of Central London who formerly taught ESL in England and Portugal, will be the instructor for the program. Sarah commented that employees are nominated by their departments to participate in ESL courses. "However, improving language skills takes considerable personal commitment and effort," Sarah stressed. "No one can be forced to learn. We hope to provide the opportunity for employees to develop their skills."

That is one of the reasons why Mirna Loefstop, a recently employed female Aruban Engineer, would like to take advantage of that program. "I followed my course of study completely in Dutch, while the dominant language used at Lago is English," Mirna said. "Although my basic English is good, the ESL program should provide me with the opportunity to improve my skills in English and thus enable me to progress at a faster pace."

William Snow of the Technical Department bicycles to and from work every day. Besides for transportation purposes, Bill uses the ride as a form of exercise. Many benefits can indeed be derived from bicycling at a steady pace.

Sound mind and body with exercise

In the regular daily routine in this age of office jobs, motorized transportation, computers, video games, television and other sophisticated machinery, many do not get sufficient exercise.

In recent years however, people all over the world including Aruba, have grown more aware that physical fitness plays a role in improving their health, appearance and general condition of life.

What are some of the benefits?

BENEFITS OF REGULAR EXERCISE

There are many physical benefits to regular energetic exercising: the heart pumps more blood with each beat, the lungs take in more air, and the blood becomes better equipped to dissolve blood clots. Nerves more efficiently activate muscle fibers to increase endurance and ultimate strength, and muscles perform at their best.

Besides physical fitness, exercising also remedies mental fatigue. Studies have shown that energetic exercising relieves depression and reduces anxiety. Any physical fitness enthusiast would probably agree that they can accomplish more work without experiencing worry or fatigue, while also sleeping better at night. Test studies have also concluded that men and women who do not exercise regularly age faster than those who do.

TYPES OF EXERCISES

The two basic groups of exercises are aerobics and muscle toners. Muscle toners include calisthenics (systematic and rhythmic exercises), isometrics (exercises in which opposing muscles are contracted) and therapeutic exercises (those relating to the treatment of diseases).

Aerobic exercises are the type that require oxygen to be delivered throughout the body rapidly to produce energy and, as such, aerobic exercises may be most effective for physical fitness. Jogging, bicycling, walking, swimming and tennis are all forms of aerobic exercises.

For an exercise to be aerobic, the heart and lungs should be active long enough to produce beneficial changes in the body. The following formula can be used in determining whether your exercise is aerobic or not: Subtract your age from 220. Multiply by 70%. The result is the optimum rate per minute your heart should beat for aerobic training.

AEROBIC EXERCISES

JOGGING is still one of the most popular forms of exercise in about every corner of the world. About one third of the people in the Soviet Union and almost 30 million Americans participate in jogging. In Aruba, dozens of people can be seen jogging on the road to Natural Bridge, at the strip by the Eagle Beach, in the Seroe Colorado area and in many other spots on the island.

Joggers should do stretching exercises before running to warm up and after running to cool down. Most joggers prefer to run three days a week for their regular training.

Carmen Bislip of the Employee Relations Department and Cynthia Sharpe of the Medical Center along with employees' wives and annuitants meet almost every day at the Centro di Bario Lago Heights for exercise.

An appropriate diet, halanced exercising and proper rest can produce beneficial changes in the body.

WALKING is said to be one of the safest and least straining exercises. Walking is effective when it is done energetically and for a longer period of time than jogging. A report states that 40 minutes of brisk walking four times a week, achieves the same results as jogging for 30 minutes three times a week.

One effective and the least time-consuming of aerobic exercises is ***ROPE SKIPPING***. Test results showed that rope skipping 10 minutes a day achieved almost as much cardiovascular efficiency as jogging 30 minutes a day.

(cont on page 6)

Mente y curpa sano cu ehercicio

Corremento ta un di e mihor formanan di ehercicio y tambe esun di mas popular. Ademas di hopi beneficionan fisico, Chela Roga y Shirley Boezem di Controller's Department ta sinti tambe cu nan por trata mihor cu nan trabownan diario.

Den e rutina diario den e siglo aki di trabow di oficina, transportacion di motor, computer y weganan di video, television y otro maquinan sofistica, hopi hende no ta haya suficiente ehercicio.

Sinembargo, den ultimo anjanan, hendenan den henter mundo, incluyendo Aruba, a bira mas consiente cu un bon condicion fisico ta hunga un papel importante den mehoracion di nan salud, apariencia y condicion general di bida.

Cual ta algun di e beneficionan?

BENEFICIO DI EHERCICIO REGULAR

Tin hopi beneficio fisico cu por wordo derivá di ehercicio vigoroso regular: curazon ta pomp mas sanger cu kada batí, pulmon ta tuma mas aire, y sanger ta bira mihor equipa pa disolvé coágulo di sanger. Nervionan ta activa e fibra di musculonan pa aumenta e resistencia y forza maximo, y musculonan ta traha de lo mihor.

Fuera di un bon condicion fisico, ehercicio ta remediá cansancio mental. Estudionan a mustra cu ehercicio vigoroso ta alivia depresion y ta reduci anciedad.

Cualquier fanatico di ehercicio vigoroso probablemente lo ta di acuerdo cu nan por logra haci mas trabow sin experienciá preocupacion of cansancio, mientras cu tambe nan ta drumi mihor anochi.

Testnan a conclui cu hende muher y homber cu no ta haci ehercicio regularmente ta bira bieuw mas liher cu esnan cu si ta hacié.

TIPO DI EHERCICIO

E dos gruponan basico di ehercicio ta ehercicionan aeróbico y ehercicionan cu ta reforza musculo. E ehercicionan pa reforza musculo ta inclui calistenia (ehercicio ritmico sistematico), isometria (ehercicio den cual musculonan di posicion contrario ta sera hunto) y ehercicionan terapéutico (esnan relata na e tratamiento di malesa).

Ehercicionan aeróbico ta e clase cu ta requeri pa oxigeno wordo hiba na tur caminda den e curpa pa produci energia, y como tal, ehercicionan aeróbico por wel ta e tipo di ehercicio di mas efectivo den logra un bon condicion fisico. Corre, corre bicicleta, cana, landa y tennis, tur ta forma di ehercicio aeróbico.

Pa un ehercicio qualifica como aeróbico, curazon y pulmon mester ta activo pa un periodo suficientemente largo pa produci cambionan beneficioso den e curpa. E sigiente formula por wordo uza pa determina si un ehercicio ta aeróbico of no: Kita bo edad for di 220. Multiplica e resultado ey cu 70%. Locual resultá di esey ta e cantidad pa minuut mas favorabel cu e curazon mester bati pa un ehercicio aeróbico.

EHERCICIO AEROBICO

CORREMENTO te ainda ta un di e formanan mas popular di ehercicio. Casi un tercera parti di hendenan di Rusia y casi 30 miyon Americano ta participa den corremento.

Na Aruba, docenas di hende por wordo mirá ta corre riba e caminda pa Natural Bridge, den e hanchi riba Eagle Beach, den Seroe Colorado y na hopi otro lugar riba e isla.

Accion constante den hungamento di tennis ta trece cune hopi beneficio fisico y mental. Ademas di tennis, Trevor Connor di Technical Department, ta corre regularmente pa mantene un bon condicion.

Corredónan mester haci ehercicio pa estirá promer cu corremento, pa keinta curpa, y despues di corre, pa refresca. Mayoria di corredó ta prefera di corre tres dia pa siman como parti di nan entrenamento regular.

(cont. riba pag 6)

PROMOTIONS

Juan Henriquez
Senior Systems Analyst
Controller's Department

Cheryl de Witt
Senior Systems Analyst
Controller's Department

Ehercicio . . .

(cont. di pag 5)

Ta ser bisá cu ***CANAMENTO*** ta un di e ehercicionan menos peligroso y vigoroso cu tin. Canamento ta efectivo si e ta wordo haci energicamente y pa un periodo di tempo mas largo cu corremento. Un reportahe ta bisa cu 40 minuut di cana energicamente cuatro biaha pa siman, tin e mesun resultado cu corre pa 30 minuut tres biaha pa siman.

Un ehercicio aeróbico hopi efectivo y cu ta tuma menos tempo ta ***BULA CABUYA.*** Resultadonan di test ta mustra cu bulamento di cabuya pa 10 minuut pa dia ta duna casi e mesun resultado den eficiencia di curazon y venanan, cu corremento 30 minuut pa dia.

Un ritmo constante den ***CORRE BICICLETA,*** y ***LANDAMENTO*** constante y vigoroso tambe ta eficiente como ehercicio aeróbico. ***TENNIS*** y ***BASKETBALL*** por ta aeróbico si e hungadornan ta keda den accion continuo.

SEA CAUTELOSO

Aruba ta un lugar ideal pa haci ehercicio pafor. E brisa di laman so kaba por contribuí na pulmon mas saludable y esaki ta un contraste enorme cu mayoria di ciudadnan grandi afó na unda tur locual corredónan por respira ta gas di exhaust di auto.

Promer cu cuminza riba un programa di ehercicio, y especialmente si un persona ta den duda di su condicion di salud, mester haci un check-up di salud pa determina e capacidad di nan curpa. Cautela y moderacion mester wordo practica na tur tempo durante e programa di ehercicio.

Sinjalnan di aviso cu un hende a haci ehercicio dimás ta: dolor den pecho, palpitacion di curazon na un ora cu e persona no ta haci nada, y mariamento sin ningun motibo. Si algo asina pasa, ehercicio mester wordo descontinuá, y mester bai bishita e dokter di famia.

Ora cu ehercicio ta balanzá cu descanso y dieta apropia, e probechonan lo ta hopi: un mihor forma, un condicion fisico mehorá, y un mente mas sano.

Exercise . . .

(cont from page 4)

A steady pace in ***BICYCLING,*** and ***SWIMMING*** with constant and powerful strokes are also efficient aerobic exercises.

TENNIS and ***BASKETBALL*** can be aerobic if the players keep in constant action.

A WORD OF CAUTION

Aruba is an ideal place for out-of-doors exercises. The sea breeze alone can contribute to healthier lungs and this is quite a contrast with most big cities abroad where all joggers may inhale are exhaust gases from cars.

Before embarking on an exercise program, and especially when in doubt of one's health condition, individuals should undergo a health check-up to determine the body's capacities. Caution and moderation should be practiced at all times during the exercise program.

Warning signs of exercising beyond limits are: chest pains during exercise, heart palpitations when idle and unexplained dizziness. When such occur, exercising should be discontinued, and the family doctor should be seen.

When exercise is balanced with proper rest and an appropriate diet, the rewards will be many: a better shape, an improved physical condition and a healthier mind.

To acquaint employees with the recently arrived Cavallaro family, from left to right, Marina, Marco (7th grade), Pietro (3rd), Lorenzo (5th), and Vice President Cavallaro (Tony)
Mr and Mrs Cavallaro have been very active since they arrived in Aruba They already waterskied, played tennis, windsurfed, and went on an island tour with the kids. Besides participating in sports activities, the boys have been riding bicycles and making friends Now they are studying hard to catch up with English at school Mrs Cavallaro is particularly fond of playing guitar and piano, and Mr Cavallaro loves to cook (he already bought a pasta machine)
He said he used to (snow-) ski in the Alps, but now enjoys (water-) skiing in the Caribbean Sea.

*

Petroleo . . .

(cont di pag. 2)

teristicanan geologico y geofisico y comparacion cu areanan similar.

Segun calculacion reciente di Exxon, ta ser pensa cu e base di recurso total di henter mundo ta entre 3000 pa 5000 biyon baril petroleo equivalente. (Petroleo equivalente ta nifica, zeta crudo, mas gas natural expresa como equivalente di energia den petroleo, mas liquidonan sacá for di e gas). Ta ser pensa cu e total di recurso descubri te awor ta entre 2000 y 2500 biyon baril, mientras cu e potencial no descubri ta wordo calcula di ta entre 1000 y 2500 biyon baril. En comparacion, e produccion total di mundo desde e boramento di poz di Drake na 1959 ta 700 biyon.

Superficialmente anto ta parce cu no tin problema. Pero e dificultadnan no ta sinta den conta e cantidad di baril so, sino di hopi importancia ta e lugar na unda reservanan ta situa y e aumento den gastonan envolvi den descubri y produci futuro reserva.

Reserva Probá di Petroleo

Di hopi importancia a corto plazo ta e reservanan probá di petroleo. Tin hopi seguridad den e existencia di petroleo den e reservanan aki y ta ser kerí cu nan ta producibel comercialmente na prijsnan actual of pronostico.

Actualmente (e total por varia cu tempo) Saudi Arabia ta hiba delantera den reserva probá di petroleo cu un total di 167.9 biyon baril. Kuweit ta sigi cu 67.7. Estados Unidos ta number seis, despues di Iran, Iraq y Union Sovietica, cu 29.8 biyon baril di reserva probá di petroleo.

Ora pone e paisnan productor di petroleo hunto den grupo, ta resulta cu dos tercera parti di e reservanan probá di petroleo ta pertenece na paisnan miembro di OPEC. Mas o menos 13% ta di Economia Planeá Central (CPE), cual ta consisti di Union Sovietica, Republica Popular di China, y algun pais den Europa Oriental y Sur/Occidental di Asia.

*

E Organizacion pa Desaroyo y Co-Operacion Economico (OECD) cual ta consisti di 24 nacion industrial, incluyendo E.U., ta posee solamente 10% di e total di reserva probá di petroleo. Sinembargo, nan ta e consumidornan principal di energia. E 12% sobrante ta ser haya den e resto di mundo.
Calculacion di reserva probá di gas natural tambe ta mustra cu paisnan miembro di OPEC ta hiba delantera cu 35% di e reserva total di henter mundo. E diferencia entre e lugar na unda e reservanan ta situa y e lugarnan principal di uzo di energia, a crea locual awor ta ser yama e "Politica di Petroleo."

Futuro di Petroleo y Gas como Fuente di Energia

Ya cu ta ser spera cu mundo lo uza entre 30 pa 40 biyon baril petroleo equivalente pa anja pa e sigiente 20 anjanan, e 1000 pa 1200 biyon baril di reserva probá di petroleo por ta suficiente actualmente. Sinembargo, pa fin di e siglo aki, e recursonan descubri lo bira menos y e recursonan no descubri lo bira mas dificil y caro pa hayá y produci. Cu otro palabra, si cantidadnan importante di petroleo y gas no wordo encontra pa e tempo ey, mundo lo mester depende mas hopi riba otro fuentenan di energia.
Algun dia, e "Politica di Petroleo" lo por wordo substitui pa e politica di otro fuentenan di energia.

15 empleado di Lago a participa den un "Refinery Economics Course" instrui pa Ernand De L'Isle y Glenn Geerman di e Departamento di Lago Planning & Supply na Coral Gables.

Sukhdev Amarnani and Bill Smith from Exxon's Medical Department, Douglas Nieto of Esso San Salvador and Simon Geerman of Lago's Industrial Hygiene Section, conducted a Company-wide industrial hygiene survey last month.

Oil and gas . . .

(cont from page 2)

But there are difficulties beyond just counting barrels, the most significant of which are location of reserves and increasing costs of finding and producing future reserves.

Proved Oil Reserves

Of short term importance are the proved oil reserves. The existence of oil in these reserves is known with a high degree of confidence and they are believed to be commercially producible at current or forecast prices.

At present (the total can vary over the years) Saudi Arabia is the leader in proved oil reserves with a total of 167.9 billion barrels. Kuwait follows with 67.7. The United States is number six, after Iran, Iraq, and U.S.S.R., with 29.8 billion barrels of proven oil reserves.

When gathered by groups of oil producing countries, it shows that almost two thirds of the proved oil reserves belong to OPEC members. About 13% belong to the Centrally Planned Economies (CPE), which consists of USSR, People's Republic of China, Eastern European and some Southeast Asian countries. The Organization for Economic Co-Operation and Development (OECD) which consists of 24 industrial nations, including the U.S.A., are only in possession of 10% of the total proved oil reserves. They are however, the principal consumers of energy. The remaining 12% is found in the rest of the world.

Estimates of proven natural gas reserves also show OPEC countries leading with 35% of the world's total reserves. This difference between the location of reserves and the location of consumption has created what is now called the "Politics of Oil."

Future of Oil and Gas as Energy Sources

As the world is expected to consume between 30 to 40 billion barrels oil equivalent yearly for the next 20 years, the 1000 to 1200 billion barrels of proved oil reserves may be sufficient at present. By the end of this century however, the discovered resources will become less and the undiscovered resources will be more difficult and expensive to find and produce.

In other words, unless significant amounts of oil and gas are found between now and then, the world will have to depend heavily on other sources of energy.

Someday, the "Politics of Oil" may be replaced by the politics of other sources of energy.

Teagle Scholarship revisions

As was announced in a previous Esso News, The Teagle Foundation Scholarship Program had to be revised to conform to IRS rules. Under the new program, those who can qualify for a Teagle Scholarship are children of Exxon employees with more than three years of service, and children of annuitants and deceased employees Exxon employees can no longer receive a scholarship for themselves

Deadline to turn in applications for a 1983-'84 scholarship is December 1, 1982. Application forms are available in G O.B. Room 175-D. For more information call Mr. George Nicholson at 92134

Revision di beca Teagle

Manera a wordo anuncia den un Esso News anterior, Teagle Foundation Scholarship Program mester a wordo revisa pa conforma na reglanan di IRS. Bao di e programa nobo, esnan cu ta qualifica pa un beca Teagle ta jiunan di empleado di Exxon cu tin mas di tres anja di servicio, jiunan di empleado cu a fayece y jiunan di pensionista Empleadonan di Exxon no por haya un beca Teagle pa nan mes mas

E ultimo dia pa entrega formulario di aplicacion pa un beca pa anja 1983-'84 ta dia 1 di December, 1982

Formulario di aplicacion ta disponibel den oficina 175-D di G.O.B. Pa mas informacion, yama Sr George Nicholson na telefon 92134.

Good Housekeeping has developed into an important item on the agenda during unit turnarounds: Turnarounds are not considered finished until the units meet all good housekeeping standards, as can be admired from above picture.

Programa ESL . . .

(cont di pag 1)

programa. Sarah a comenta cu empleadonan ta wordo nomina door di nan departamento pa participa den ESL. "Sinembargo, hopi esfuerzo y dedicacion personal ta envolvi den mehora abilidadnan di idioma," Sarah a enfatisa. "Ningun hende por wordo forza pa sinja. Nos ta spera di duna empleadonan e oportunidad pa desaroya nan abilidadnan."

Esey ta un di e motibonan pakiko Mirna Loefstop, un Ingeniero Arubiano femenino cu a wordo emplea recientemente, lo kier probecha di e programa ey. "Mi a sigi mi estudio completamente na Hulandes, mientras cu e idioma principal cu ta wordo uza na Lago ta Ingles," Mirna a bisa. "Maske cu mi Ingles basico ta bon, ESL lo por dunami e oportunidad pa mehora mi abilidadnan den Ingles y asina facilita mi progreso na un paso mas rapido."

ARUBA Esso NEWS

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Supervisors on stage for OI action

First Line Supervisors are exercising the skills learned. Left: Francisco Britten and Hendrik Croes. Right: Felipe Tromp and Sam Hodge.

As long as 40 years ago, Lago Supervisors were already provided with training in how to do a better job. Although that training served its purpose at the time, new methods for training have been developed over time. And the philosopy, content and purpose of training have undergone significant changes.

The "First Line Organization Improvement Training", of which Phase I was initiated in the beginning of November, is a modern, widely researched and accepted method of training. It is part of a broader concept encompassing an overall organization improvement process. As such, the present training not only affects the participating First Line Supervisors but the entire Lago organization.
These Supervisors will now in turn play an important role in the changes occurring in the organization.

"The main purpose of the First Line Organization Improvement Training is to improve the management capabilities of the participants," said Robby Arends. Robby together with Marvin Dupersoy are Lago's Organization Improvement Facilitators in charge of the program.
In the three-day Phase I workshop, participants are presented with basic skills and techniques for assigning work to subordinates, solving job-related problems and teaching a job to subordinates.
Marvin, Robby and Bill Brenneman, Lago's Training and Organizational Development Section Head, explain the techniques and the class is then shown a video tape presenting each exercise individually. Angel Rojer, Henke Peters, Gerard Hoftijzer and Wilfred Scoop, First Line Supervisors who participated in a pilot First Line Supervisory course held during the Management II workshops earlier this year, are the role players on the video tapes.

After watching the "model" tapes, the participants are themselves video taped while practicing the skills. This is followed by critique sessions from the participants and the OIF's.
Participants get a chance to polish each of the skills through observation, practice and critique.
After the three-day workshop is completed comes the most important step in the process: applying and

(cont. on page 6)

Feria di Seguridad tení na IOWUA, Esso Club

Pa bira mas conciente di seguridad fuera di trabow, Lago recientemente a tene diferente programa di Feria di Seguridad di Famia pa empleado y nan casá. Hopi hende a atende e programa di tres ora y mei cu a wordo tení na Club I.O.W.U.A. dia 16 y 18 di November y na Esso Club dia 23, 24, y 30 di November.
Frits Maduro di Industrial Hygiene/Safety Administration a informá e famianan riba e record di seguridad di e empleadonan. E publico tambe a haya un cantidad di avisonan practico tocante con pa prevení y paga candela for di Chin Harms, e Fire Chief di Lago. E programa a incluí algun film cortico riba varios aspecto di seguridad, manera un film di Disney tocante "Con pa haya un Accidente na Cas."
Despues di e presentacion un caha cu articulonan di "first aid" a wordo regalá na kada famia. Esaki a wordo sigí pa un buffet di snacks.

Aunque Lago a yega di uza varios metodo pa crea mas seguridad na trabow, manera lectura di seguridad, noticia di seguridad y poster, esaki ta di promer biaha cu Lago ta trata cu seguridad fuera di trabow ariba un escala asina grandi. Lago Safety Committee tin planeá pa haci esaki un evento annual. *(mira tambe pag. 4, 5)*

ARUBA
Lago Oil & Transport Co Ltd
Aruba, Netherlands Antilles

ESSO NEWS

Editor: Mrs. M Jansen-Feliciano
Photographs by: Joe's Photography Service
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Safety Fair held at IOWUA, Esso Club

To create a greater off-the-job safety awareness, Lago recently held several Family Safety Fair programs for employees and their spouses. Large crowds attended the three and a half hour program, held at the I.O.W.U.A. Club on November 16 and 18 and at the Esso Club on November 23, 24 and 30.

Frits Maduro of the Industrial Hygiene/Safety Administration informed the families on the off-the-job safety record of the employees. The public also received a wealth of practical advice on how to avoid and put out fires by Lago's Fire Chief, Chin Harms.

The program included some short films on various aspects of safety, such as a Disney film on "How to have an Accident at Home."

After the presentation a first aid kit was presented to every family. This was followed by a buffet of snacks. Although Lago has been using a variety of methods such as safety talks, safety newsletters and posters to create on-the-job safety awareness, this is the first time off-the-job safety is being tackled on a large scale. The Lago Safety Committee is planning to make this an annual event.

(see also pages 4, 5)

Promotions

Casper Rasmijn
Section Head
Controller's

Juan van der Biezen
Process Foreman
Process

Ganashi di Exxon den tercer trimester

Exxon Corporation a anunciá su entrada neto pa e di tres trimester di 1982 na $1,070 miyon. $1.23 pa accion, un rebaho di 0.5 porciento di e $1,075 miyon, $1.25 pa accion, den e di tres trimester di 1981.

Entrada bruto a suma na $25,331 miyon den e ultimo trimester, un rebaho di 8 porciento for di e $27,614 miyon den e di tres trimester di e ultimo anja.

Cu e dollar Estado Unidense permaneciendo fuerte, tabatin un ganashi di $175 miyon di traslado di divisa den e di tres trimester di 1982. Den e di tres trimester di 1981, tabatin perdida di traslado di $16 miyon. Ganashi di operacion, cual ta exclui ganashi y perdida di traslado di divisa, y articulonan corporativo y financiero, a suma na $945 miyon den e di tres trimester di anja 1982, un rebaho di 26.9 porciento.

Puntonan Sobresaliente	Tercer Trimester $ Miyon 1982	% Cambio VS 1981	Nuebe Luna $ Miyon 1982	% Cambio VS 1981
Entrada neto	1,070	(0.5)	3,195	(29 0)
Ganashi di traslado di divisa	175	-	691	-
Ganashi di operacion	945	(26 9)	2,635	(34 1
Gasto di capital y exploracion	2,543	(14 7)	8,087	(6 7

Exxon announces third quarter earnings

Exxon Corporation announced third quarter 1982 net income at $1,070 million, $1.23 per share, down 0.5 percent from $1,075 million, $1.25 per share, in the third quarter of 1981. Revenues totaled $25,331 million in the latest quarter, down 8 percent from $27,614 million in the last year's third quarter.

With continued strengthening of the U.S. dollar, there were foreign exchange translation gains of $175 million in the 1982 third quarter. In the 1981 third quarter, there were translation losses of $16 million. Operating earnings, which exclude the foreign exchange translation gains and losses, as well as certain corporate and financial items, totaled $945 million in the third quarter of 1982, down 26.9 percent.

Highlights	Third Quarter $ Millions 1982	% Change vs 1981	Nine Months $ Millions 1982	% Change vs 1981
Net Income	1,070	(0 5)	3,195	29 0)
Foreign Exchange Translation Gains	175		691	.
Operating Earnings	945	(26 9)	2,635	(34 1)
Capital & Exploration Expenditures	2,543	(14 7	8,087	(6 7

NEW FACES...

Barbara Lee
Controller's

George Lee
Controller's

Mario Marchena
Technical

Philip Fruth from ER&E
Mechanical

Eli Yagor from ER&E
Tecbnical

Robert DiElsi from ER&E
Technical

...WELCOME

Supervisors ta den accion cu MO

Te hasta 40 anja pasá, Supervisors di Lago a wordo duná entrenamento den'con pa haci un mihor trabow'. Maske cu e entrenamento ey a logra su propósito e tempo ey, metódonan nobo di entrenamento a wordo desaroyá cu tempo Y e filosofía, contenido, y propósito di entrenamento a pasa door di hopi cambionan significante

E "First Line Organization Improvement Training", di locual Fase I a wordo iniciá na cuminzamento di November, ta un método di entrenamento moderno, hopi studiá y aceptá.
E ta parti di un concepto mas grandi cu ta encerá un proceso di mehoracion di henter e organizacion. Como tal, e entrenamento actual no ta afectá solamente e First Line Supervisors cu ta participando sino tambe henter e organizacion di Lago. Awor Supervisors a yega na turno pa hunga un papel importante den e cambionan cu ta tumando lugar den e organizacion.

"E proposito principal di e First Line Organization Improvement Training ta pa mehora e capacidadnan di gerencia di e participantenan, "Robby Arends a bisa. Robby hunto cu Marvin Dupersoy ta Organization Improvement Facilitators (OIF's) di Lago encargá cu e programa.
Den e workshop di tres dia di Fase I, participantenan ta wordo presentá cu abilidad y técnicanan básico pa asigná trabow na subordinado, resolvé problemanan relatá na trabow y con pa instruí un trabow na subordinado.

Marvin, Robby y Bill Brenneman, Section Head di Training and Organizational Development di Lago, ta splica e técnicanan y despues e klas ta observá un videotape cu ta presentá cada ehercicio individualmente. Angel Rojer, Henke Peters, Gerard Hoftijzer y Wilfred Scoop, First Line Supervisors kende a participa den e curso di First Line Supervisors cu a wordo haci como prueba durante Management II na cuminzamento di anja, ta esnan cu ta hunga e diferente papelnan riba video tape.
Despues di observá e tape modelo, participantenan mes ta wordo grabá riba video mientras cu nan ta practicá nan ehercicio. Esaki ta wordo sigí pa sesion di crítica di e otro participantenan y e OIF's.
Participantenan ta haya un oportunidad pa refiná nan abilidad door di observacion, práctica y crítica.

Despues di e workshop di tres dia, ta sigi e paso mas importante den henter e proceso: aplicá y perfeccioná na trabow e conocimiento y abilidadnan adquirí.
Marvin tabata parce optimista riba e punto ey. "Mi ta kere cu nos por yama e entrenamento un exito te awor aki," ela bisa, "pasobra e participantenan tabata mustra hopi gana di aplicá locual nan a siña y nan ta sinti hopi entusiasmo pa continuá cu e programa."
Segun Robby, e cu Marvin lo ofrecé e guia necesario na participantenan den nan aplicacion di abilidadnan na trabow.

Innocencio Petrochi, Coordinator di Mechanical Shops,

(cont riba pag. 6)

FAMILY S

One would think that in the refinery, when working with sharp tools, heavy machinery, when climbing ladders, rooftops and tanks, when repairing equipment and when dealing with many other co-workers, a person would be more subject to accidents than when off-the-job, especially in the home.
Surprisingly enough, it is not so ....

In the past few years, Lago employees have suffered more accidents *off*-the-job than *on*-the-job. In the first nine months of 1982, the amount of off-the-job accidents was more than three times higher than the number of on-the-job accidents. Moreover, while only one of the on-the-job accidents was disabling, all of the 96 off-the-job accidents were considered disabling. In other words, the accidents that happened outside the refinery grounds were all of a serious nature, or at least required some treatment at home.

About 31% of the off-the-job accidents happened during some kind of sports activity. Over 10% were 'slip and fall" accidents, 8.3% were car accidents and 1% were burns. The remaining 49% include a variety of injuries, caused by lifting heavy objects, bumping into things, handling knives and many other causes.
Obviously, unsafe conditions can exist or be created almost everywhere.

A good start in avoiding or remedying unsafe conditions is through becoming aware of hazardous or potentially hazardous situations. And this is where the Family Safety Fair comes in. Hopefully, it has served its purpose. Even one accident is, after all, one too many.

SETY FAIR

Lo ta lógico pa pensa cu den un refineria, na ora di traha cu herment scerpi, maquina pisá, na ora di subi trapi, dak y tanki, na ora di drecha equipo y ora cu mester trata cu hopi otro colega di trabow, un persona lo tin mas posibilidad di haya accidente, cu den oranan fuera di trabow, especialmente na cas.

Sorprendentemente, no ta asina .....

Den e ultimo añanan, empleadonan di Lago a haya mas accidente *fuera* di trabow cu *na* trabow. De e promer nuebe lunanan di 1982, e cantidad di accidentenan fuera di trabow tabata mas cu tres biaha mas halto cu e cantidad di accidente cu a ocurrí na trabow. Ademas, mientras cu solamente un di e accidentenan na trabow tabata incapacitante, tur di e 96 accidentenan cu a sosode fuera di trabow tabata incapacitante. Cu otro palabra, e accidentenan cu a pasa fuera di refineria tabata serio, of por lo menos tabata requerí tratamento na cas.

Mas o menos 31% di e accidentenan fuera di trabow a pasa durante algun actividad deportivo. Mas di 10% tabata accidente di 'slip y cai', 8.3% tabata accidente di auto y 1% tabata quemadura. E 49% cu ta resta ta incluí un variedad di heridanan, causá door di hisa obhetonan pisá, dal contra cos, tratamento cu cuchui y hopi otro causanan.

Ta claro, cu condicionnan peligroso por existí of por worido creá casi tur caminda.

Un bon comienzo den prevení of remediá condicionnan peligroso ta door di bira conciente di situacionnan peligroso of potencialmente peligroso. Y ta akinan e Feria di Seguridad pa Famia ta hunga un papel. A lo mehor, su proposito a ser realizá.

Despues de todo, te hasta ún accidente so, ta ún dimas.

The ladies of Seroe Colorado held a succeasful Holly Lane Bazaar last month at the Seroe Colorado Community Church. All items were bandmade by the ladies, including the quilt above. "The bazaar was a community effort," commented Mrs. Kathleen Quinton. Acquired funds will be made available to the needy of Aruba. Above from left to right: Mrs. Jan Seldomridge, Mrs. Quinton and Mrs. Pat Adams.

Supervisors den accion . . .

(cont. di pag 3)

y un di e participantenan den e prome sesion cu a tuma lugar e anja aki, a expresá su evaluacion di e programa. "Mi tin sigur cu e programa lo resultá den un mihor comunicacion entre Supervisor y otro empleado. Door di aplica e abilidadnan, empleadonan lo haya mas confianza y e Supervisor en cambio por delegá mas responsabilidad na e suhordinado. Esaki ta resultá den un mihor trabow." Y "mihor trabow" ta gran parti di e obhetivo di e programa aki.

Rey Wouter, Clean Oil Planner den Oil Movements and Shipping Division di Process Department, a bisa cu ela goza particularmente di e sesion di 'resolve problema.' "Den e sesion aki dos participante ta trata cu un problema, trese ideanan padilanti y busca solucion. Si e principionan aki wordo aplica na trabow, mi tin sigur cu elo logra."

Marvin y Robby a splica cu Fase I di First Line Supervisory Training lo wordo duna na tur 170 First Line Supervisors prome cu continuá cu Fasenan II y III. "E participantenan di e promer sesion a expresá e deseo pa e resto di grupo tambe bai door di e mesun fase promer cu nan continuá cu e siguiente fasenan. Ora cu tur hende a haya e mesun entrenamento y ta aplicá e conceptonan na trabow, lo existí un mihor condicion di trabow," Marvin y Robby a expresá mutuamente.

E promer curso tení na cuminzamento di November tabatin 12 participante y tur e gruponan despues lo tin 12 pa 14 participante te ora cu e 170 First Line Supervisors (incluyendo Technicians) wordo cuhrí. "Nos no kier yena e klasnan demasiado," Robby a comenta, "E idea ta pa duna tur participante e oportunidad di envolvé nan mes."

Consecuentemente, Fase I probablemente lo wordo completá banda di Maart 1983. Fase II lo wordo programá pa continuá den e tempo ey y lo por envolvé otro Second Line Supervisors como instructor.

Como contraste cu e entrenamento organizá 30 of 40 anja pasá, e entrenamento aki ta un continuacion di un serie de entrenamento y programa di accion cu a wordo duna na gerencia di mas halto pabao.

Ta claro antó, cu e entrenamento no solamente ta concerni e Supervisor individual y su ambiente inmediato. E ta parti di henter un programa pa mehora e Compania den su totalidad.

Supervisors in action . . .

(cont from page 1)

perfecting the acquired knowledge and skills on the job. Marvin sounded optimistic about that step. "I think the training so far could be termed succesful," he said, "because the participants sounded eager to apply what they learned and felt enthusiastic about continuing with the program." According to Robby, he and Marvin will be offering the needed guidance to participants in their on-the-job application of skills.

Innocencio Petrochi, Coordinator of the Mechanical Shops, and one of the participants in the first session held this year, expressed his evaluation of the program. "I'm sure the program will lead to better communication between Supervisors and other employees. By applying the skills, employees will gain more confidence and the Supervisors can in turn delegate more responsibility to the subordinate. This results in better work." And 'better work' is in great part, the objective of this program.

Rey Wouter, Clean Oil Planner in the Oil Movements and Shipping Division of the Process Department, said he particularly enjoyed the session on 'problem solving' "In this session two participants tackle a problem, 'brainstorm' and then find solutions. If these principles are applied at work, I'm sure it will work out."

Marvin and Robby explained that Phase I of the First Line Supervisory Training will be given to all 170 First Line Supervisors before continuing on to Phases II and III. "The participants in the first session expressed the desire for the rest of the group to go through the same phase before they continue on to the next phase. When everybody has had the same training and applies the concepts at work, an improved work situation will exist" Marvin and Robby agreed.

The first course held in the beginning of November had 12 participants and every subsequent group will have 12 to 14 participants until the 170 First Line Supervisors (including Technicians) are covered. "We don't want to crowd the classes," commented Robby. "The idea is to give all participants a chance to get involved." Consequently, Phase I of the training probably will be completed around March of 1983. Phase II will be scheduled to continue about that time and may involve other Second Line Supervisors as instructors.

In contrast with the training organized 30 or 40 years ago, this training is a continuation of a series of training/action programs given from top management down. Obviously then, it does not only concern the individual Supervisor and his immediate environment. It is part of an overall program to improve the Company as a whole.

Too much + too often = less health

Alcohol was never considered a taboo. The Good Book itself says that "a little wine can make the heart joyful". But there is a limit to what a person's body can safely handle, as anything running through the veins affects the body.

The amount of alcohol the body can handle

A study conducted in France, concluded that women who take even one normal-sized alcoholic drink (10 grams of alcohol on a daily basis are more likely to suffer from cirrhosis of the liver than are non-drinkers. This study also concluded that two drinks daily could have damaging effects on men. Other studies reported different figures.

Many authorities agree that a normal healthy adult can absorb and break down only one ounce of spirits, or two ounces of fortified wine, or four ounces of table wine or eight to 10 ounces of beer, in one hour. Some authorities says that two hours should be allowed. Different studies came up with different conclusions. How come? In the first place the studies were conducted with different groups of people, and every individual's capacity is different. Secondly, not everyone is healthy and that should be taken into serious consideration.
To further understand the effects of alcohol on the different parts of the body, a little has to be known about cells and organic systems.

Effects of alcohol on the 'functional reserve'

The cells and organic systems of the body have what is known as a 'functional reserve'. That is the extra capacity of the cells and organs, not normally in use, but available when the body is put under stress, such as through excessive alcoholic intake.
A cell enlarges when it is put under stress. If the stress is removed in time, the cell may gradually recover its normal size and function. If one continues to put the body under stress however, the cell will eventually burst and die. The individual only realizes he is sick when too many cells have been damaged or killed, and many parts of the body are affected.

Organ functions altered by alcohol

The *liver*, the body's main detoxifier, is widely affected by excessive use of alcohol. It is hampered in neutralizing fumes, chemicals from food and water and from medicine. The liver's ability to contribute to the formation of red blood cells, coagulating factors and defense mechanisms against bacteria is reduced. Loss of energy, swelling of ankles, sexual impotence and abnormally swollen veins are only a few of the things caused by liver damage.

If the liver becomes diseased, the veins located where the *esophagus* enters the stomach expand and become thin walled, causing bleeding.

Large quantities and strong concentrations of alcohol restrain the secretion of gastric juices, causing inflammation of the *stomach*. The surface of the stomach secreting digestive juices deteriorates and the stomach muscles break down. Consequently, food does not get sufficiently mixed or chemically broken down, which often results in malnutrition.

Excessive drinking also results in hypertension and abnormal heart rhythms. When the heart cells enlarge *the heart* becomes bigger, the heart valves start functioning improperly, its muscle action weakens and the *blood circulation* is impaired. The body is deprived of proper nourishment, and toxins accumulate. When afflicted in this manner, the individual becomes prone to heart attacks and strokes.

Chronic bronchitis, pneumonia and tuberculosis are common *lung* complications when using alcohol excessively. In the *kidneys*, the blood vessels dilate, and excessive urine is discharged depriving the body of needed fluids.

Unlike what happens to all organs, the damage done to the *brain and nervous system* may be permanent. Brain scanners have shown that not only alcoholics but also social drinkers who drink more than they should, experience shrinkage of the brain. This is manifested in loss of memory, shakiness, lack of muscle coordination and it also has an adverse effect on the personality.

Moderation

Yes, a little wine makes the heart joyful, but too much too often only causes illness and unsafe conditions. Moderation in taking alcohol, as with many other things in life, is an important consideration.

An Organization Improvement/Management II follow-up meeting was held at the Concorde Hotel ballroom November 18th to get updated on Organization Improvement efforts and Management II issues.
During the presentation Management stressed that Lago will continue with an increased emphasis on Organization Improvement and training to maintain its competitive edge in the industry in the future.

Den luna di November, Lago a provee un curso especial den preveni y combati candela pa estudiante di Aruba Hospitality Trades Training Center/Bushiri Beach Hotel. Instructornan tabata W.A. Crenshaw, Security Administrator di Lago y Chin Harms, Fire Chief di Lago, asisti pa miembronan di e seccion di paga candela. Ademas di discusion den klas e studiantenan tabatin e oportunidad di paga candela den veld.

Demasiado hopi y frecuente ta resulta den menos salud

Alcohol nunca a wordo considera tabú. E Buki Santo mes ta bisa cu "un poco biña ta haci e curazon contento".
Pero tin un límite na e cantidad cu un curpa humano por tuma sin peligro, ya cu tur cos cu ta corre den venenan ta afectá e curpa.

E cantidad di alcohol un curpa por wanta

Un estudio conducí na Francia a concluí cu hende muher cu tuma solamente un bebida alcoholico di tamaño normal (10 gram di alcohol) a base diario tin mas tendencia di sufri di cirrhosis di higra cu esnan cu no ta bebe. E estudio tambe a concluí cu dos bebida diario por tin efecto dañino riba hende homber. Otro estudionan ta reportá diferente estadística.
Hopi autoridad ta di acuerdo cu un adulto di bon salud por absorbá y digerí solamente un ons di alcohol, of dos ons di biña fortificá, of cuatro ons di biña di mesa of ocho pa diez ons di cerbes, den un ora. Algun autoridad ta bisa cu mester permití dos ora pa esaki.
Diferente estudio a yega na diferente conclusion. Con por ta?
Primeramente, e estudionan a wordo conducí cu diferente grupo di hende y cada persona tin un capacidad dilerente. Na di dos lugar, no ta tur hende ta saludable, y mester tene bon cuenta cu esaki.
Pa compronde mihor e efectonan di alcohol riba e diferente partinan di un curpa mester tin un poco conocimiento di célula y sistemanan orgánico.

Efecto di alcohol riba "reserva funcional"

Célula y sistemanan orgánico di e curpa tin locual ta ser yama "reserva funcional". Esey ta e capacidad extra di e célula y órganonan, cu normalmente no ta wordo uzá, pero cu ta disponibel pa ora cu e curpa ta hao presion causá, por ehempel, door di tuma demasiado alcohol.
Un célula ta bira grandi ora e wordo poni bao presion. Si e presion wordo kitá na tempo, e célula gradualmente por recobrá su tamaño y funcion normal. Si sigi pone e curpa bao presion, e célula por rementá y muri eventualmente. Y e persona no ta realizá cu e ta malo te ora cu demasiado célula a wordo perhudicá of destruí, y hopi parti di su curpa a wordo afectá.

Funcion di órgano alterá door di alcohol

E *higra*, cual ta e órgano principal di e curpa cu ta deshací di veneno y su efectonan, ta wordo afectá hopi door di uzo excesivo di alcohol. E higra ta wordo strohá di neutralizá huma, quimica di cuminda y awa y di medicina.
E higra su abilidad pa contribuí na e formacion di célula corá di sanger, factornan coagulante y mecanismo di defensa contra bacteria, ta wordo reducí. Falta di energia, hinchamento di enkel, impotencia sexual y hinchamento ahormal di venanan, ta solamente algun di e cosnan causá pa daño na higra.
Si e higra daña, e venanan cu ta localizá na unda e *esófago* ta drenta stoma ta engrandecé y sa rand ta bira fini causando asina dramamento di sanger.

Cantidad grandi y concentracion halto di alcohol ta restringí e secrecion di liquido gastrico, causando inllamacion di *stoma*. E superficie di e stoma cu ta laga liquidonan digestivo pasa, ta deteriorá y e musculonan di stoma ta sufri colapso. Consecuentemente, cuminda no ta wordo mezclá suficientemente of digeri químicamente, locual hopi biaha ta resulta den malnutricion.

Bebemento dimás ta resultá den presion halto di sanger y ritmo abnormal di curazon. Ora cu e célulanan di *curazon* crece, y e curazon hira mas grandi, e válvulanan di curazon ta cuminza traha malo, su accionnan muscular ta debilitá y e *circulacion di sanger* ta wordo strobá. E curpa no ta haya nutricion necesario y veneno ta acumulá. Ora un hende wordo afecta di e manera aki, e ta bira vulnerabel pa ataque di curazon of batimento di curazon.
Bronquitis crónico, pulmonía y tuberculosis ta complicacionnan di *pulmon* cu ta sosode hopi ora cu un hende ta uza demasiado alcohol. Den e *riñon*, arterianan ta bira grandi, y demasiado urina ta wordo descargá, privando e curpa di liquidonan necesario.
Al contrario di locual ta sosode cu e organonan ey, e daño cu ta wordo haci na e *cerebro y e sistema di nervio* por ta permanente. Un aparato cu ta explorá cerebro, yamá "brain scanner", a mustra cu no solamente alcohóliconan sino tambe hendenan cu ta bebe mas cu nan por wanta na ocasion social, ta experienciá un reduccion den tamaño di cerebro. Esaki ta visibel den fayo di memoria, falta di coordinacion muscular y tambe efectonan negativo riba personalidad.

Moderacion

En berdad, un poco biña ta regocijá e curazon, pero demasiado den cantidad y frecuencia solamente ta causa malesa y condicionnan peligroso.
Moderacion den tuma bebida alcoholico, manera hopi otro cos den bida, ta un consideracion importante.

BON PASCU

The President's Christmas Message

Two years ago at the start of the decade of the '80's, I mentioned that in many respects the oil business situation was becoming more complex, the future less certain, and the tasks we face more challenging.

In the period since that message, we have seen some disturbing developments in the oil business world-wide, and today, I am less optimistic about the future than before. Demand for petroleum has been dropping, a world-wide recession started and is continuing, and the business is faced with excess capacity, surplus supplies of oil, and declining profits. Consequently, in an effort to adjust to the new situation, refineries have been shut down, operations have been curtailed, and in many Exxon organizations large numbers of people have lost their jobs.

At Lago we have fared better than most; refinery runs were at 85% of capacity on the average in 1982 and financial results were satisfactory. Our safety performance has improved considerably compared with the past two years. Lago employees have worked over one and a half million manhours without a disabling injury.

Construction on the Utilities Modernization Project has started, is on schedule and is planned for completion and start-up in the latter part of 1983. About mid-year 1983 we expect over 100 construction workers to be engaged in the erection of the boilers and associated facilities. Our housekeeping efforts are paying off as the refinery and the residential area are looking better all the time.

But because we have fared well does not mean that we are immune to or isolated from the problems in the oil business. If the world-wide recession continues and oil demand keeps dimishing, we may well be faced with difficult situations here at Lago. To continue to enjoy the prosperity and the jobs we have, we must be prepared and able to meet the challenges and the opportunities that keep coming our way. This is true not only for Lago but also for Exxon as a whole. Therefore, to meet such challenges and business opportunities, our regional organization Esso Inter-America has decided to consolidate its operations at Lago in Aruba and those elsewhere in the Caribbean islands and in Central America into one single organization called Esso Caribbean and Central America. This integrated organization is expected to have a better chance for long term success in its endeavors than the individual units on their own.

At Lago we must do our share to help the new organization succeed. One way of doing this is to make certain we achieve our main objectives for 1983 of processing more efficiently and at higher severity all the crude that is made available to us of better defining our long term process configuration and of integrating smoothly our plans and operations into the new organization.

However, recent occurrences at the refinery raise concerns about our preparedness to meet the future challenges. For instance, in 1982, for the second consecutive year we have had a total refinery shutdown that lasted for several days and curtailed our production. Also we have been faced with serious limitations of high quality water essential for the proper operation of our boilers. Our oil loss reduction program continued to have high priority but although significant improvements were realized, overall results were disappointing. Furthermore, a new training and upgrading program for our process operators has not been implemented and we continue to operate without the necessary flexibility in our workforce. For us to continue to be successful we must make improvements in all these areas. In 1983, we are counting on the traditional high level of cooperation from all our employees to help maintain the good business results we have had in the past few years.

On behalf of Lago management I want to extend our appreciation for a job well done, and wish each and everyone of you a happy and joyful season and a period of personal growth and happiness in the years ahead.

G. E. Golden

Un Mensahe di Pascu di Presidente

Dos aña pasá, na comienzo di e decada '80, mi a mencionа cu den hopi sentido e situacion di negoshi di petroleo tabata biando mas complicá, e futuro menos sigur, y e trabow cu nos ta enfrentá mas desafiante. Durante e periodo desde e mensahe ey, nos a wak algun desarovo tumultuoso den negoshi di petroleo mundialmente, y awe, mi ta menos optimista cu antes tocante e futuro. E demanda di petroleo a baha, un recesion mundial a cuminzá y ta continuando, y e industria ta enfrentá cu un exceso di capacidad un cantidad restante di petroleo, y ganashanan reducí Consecuentemente, den un esherzo pa ahustá na e situacion nobo refineriana a wordo será, operacionnan a ser reduci y den hopi organizacionnan di Exxon cantidadnan grandi di hende a perde nan trabow.

Na Lago nos tabatin hopi mas exito cu hopi otronan refineria tabata operá riba un averahe di 85% di capacidad den 1982 y resultadonan financiero tabata satisfactorio. Compara cu e dos añanan anterior, nos implementacion di seguridad a mehorá considerablemente Empleadonan di Lago a traha mas cu un mayon y mei ora obreril sin un accidente incapacitante Construccion di e Utilities Modernization Project a cuminzá, ta sigi manera programá y tin planeá pa e terminá y cuminzá operá durante ultimo parti di aña 1983 Mas o menos na mitar di 1983 nos ta spera cu mas di 100 empleado di construccion lo ta envolví den e ejeccion di e boiler-nan y e facilidadnan asociá cu esey. Nos esfuerzonan di cuido domestico ta wordo recompensá cu un refineria y comunidad cu ta mustra mihor cada biaha.

Pero no pasobra cu nos tabatin exito kier meen cu nos ta protehá of isolá di problemanan den industria petrolera Si e recesion mundial continuá y e demanda pa petroleo sigi disminui, nos por bien wordo enfrentá cu situacionnan dificil aki na Lago. Pa nos sigi goza di e prosperidad y empleo cu nos tin, nos mester ta prepará y capaz pa trata cu e desafio y oportunidadnan cu ta keda bin den nos caminda. Esaki no ta conta pa Lago só, pero pa henter Exxon tambe. Pesey mes, pa trata cu tal desafio y oportunidadnan pa negoshi, Esso Inter America, nos organizacion regional, a dicidí di consolidá su operacion na Lago, Aruba, y esnan riba otro islanan Caribense y di America Central den un solo organizacion cu yama Esso Caribbean and Central America Ta ser sperá cu e organizacion integrá aki lo tin un mihor oportunidad pa cosechá exito a largo plazo den su esfuerzonan, cu e unidadnan individual riba nan mes.

Na Lago nos mester contribuí cu nos parti pa yuda e organizacion nobo ser exitoso. Un manera di haci esaki ta di sigurá pa nos logra nos objetivonan principal pa 1983, di procesá tur e crudo cu ta wordo poní na nos disposicion mas eficientemente y cu un severidad mas halto, di duna un mihor definicion na nos configuracion di proceso di largo plazo, y di integra nos plan y operacionnan suavemente den e organizacion nobo

Sinembargo, occurencianan reciente na refineria a causa preocupacion tocante nos preparacion pa haci frente na desafionan di futuro. Por ehempel, na 1982, pa e segundo aña consecutivo, nos tabatin un paro total di refineria cu a dura basta dia y a limitá nos produccion. Tambe nos a ser enfrentá cu limitacionnan serio di bon calidad di awa cu ta esencial pa e operacion adecuá di nos boiler-nan. Nos programa di reduccion den perdida di petroleo a sigi tin hopi importancia, pero maske cu mehoracionnan significante a ser realizá, resultadonan total tabata decepcionante. Ademas, un entrenamento nobo y un programa di mehoracion pa nos process operator-nan no a wordo implementá y nos ta sigi opera sin e flexibilidad necesario di nos forza obreril. Pa nos sigi ser exitoso nos mester haci mehoracion den tur e areanan aki. Den 1983, nos a conta riba e nivel halto di cooperacion cu tradicionalmente nos a haya di tur nos empleadonan pa yuda mantene e bon resultadonan den negoshi cu nos tabatin den e ultimo añanan

Na nomber di gerencia di Lago, mi kier extende nos aprecio pa un trabow bon hací, y deseá cada un di boso un temporada feliz y yen di gozo y un periodo di crecimento personal y felicidad den e añanan cu ta bin

G. E. Golden

Promotion

Oswin Koeiman
Refining Engineer
Technical

New face...

Anna Maria Holman
Controller's

Technology transfer important for optimal refinery operations

Having the lastest technology in use and up-to-date technical information readily available is essential to maintaining a company's operational viability. Combined with effective management, employee commitment and efficient operation, the right technology makes for an organization which is competitive.

Over the years Lago has had a close relationship with Exxon Research and Engineering (ER&E), an Exxon organization located in Florham Park, New Jersey, which provides technological support to all Exxon affiliates. ER&E has a staff of technical experts and engineers who develop capital projects, provide technical consulting assistance and conduct research and development programs in a wide range of technical specialty and process fields pertinent to refining.

All Exxon affiliates pay funds to finance the R&D and Lago has always tried to learn about and apply new technology as it becomes available. "However, we have been looking for ways to take maximum advantage of the R&D program", says Bob Levy, Manager of Lago's Technical Department.

"Now", he added, "we are taking additional steps to make sure we keep abreast of technology to improve and optimize our operations". This is being accomplished through a new technical liaison program with ER&E which was established during the middle of 1982. By end of the year, about eight visits by ER&E experts from different technology fields will have been made to Lago under this program. Each visit normally lasts from 2 to 4 days.

In August for example, a visit was set up to discuss a variety of materials and corrosion problems. For instance, Lago was concerned about the effect of the highly corrosive Mexican crude oil it has been running. As a result of discussions during the ER&E visit, improved techniques for predicting corrosion rates were implemented. Along with the Technical Department, ER&E will also be searching for new techniques to measure corrosion rates. "In the corrosion area, we found out about new methods available", said Jerry Bailey, Division Superintendent of the Operations Support Division of the Technical Department. "We not only hear about new technology, but also we learn how other affiliates are handling similar problems or what they achieved in certain areas. It is a good opportunity for Lago engineers to learn about new technology and to exchange ideas whith these visitors. I think it is a worthwhile program".

As another example, a liaison visit on visbreaking presented an opportunity to review the current Lago program for increased severity. At that time, discussions were held on the fouling problems in the visbreaking fractionation area. These discussions will assist in further operations planning and provide ideas for possible equipment modifications.

As these liaison visits are short, ER&E often has to follow up with studies and further recommendations. During an ER&E visit on the topic of mechanical engineering, for instance, a problem with excessive line movements that damage the piping and can cause oil spills was discussed. To address that problem, ER&E together with the Technical Department will follow up by conducting a surge and piping response analysis of one selected oil movements pipeline before a solution is recommended.

"We will basically be working with ER&E very closely in all areas", said Jopi Croeze, Section Head of the Mechanical Engineering Section of the Project Engineering Division of the Technical Department. During the civil engineering liaison visit, for example, it was decided that Lago and ER&E should work together to come up with a method for inspecting stack deterioration while on stream. "We have had many fruitful discussions", Jopi said. "These visits are beneficial for us because we can make them aware of our problems and have a better input to the R&D program. They are also beneficial for the visitors because through these visits they find out about refinery problems first hand and become better equiped to conduct valuable research for use in our refinery and other Exxon refineries".

These liaison visits are not the only methods used to gain knowledge on technology, as Lago also sends local employees to ER&E to attend meetings, seminars, to follow training courses or to work on special projects.

In addition to ER&E, Lago uses other vehicles to stay up-to-date with new technology, such as participation in some subcommittees of Exxon U.S.A.'s Refining Technical Committee. According to Mr. Levy, these subcommittees have been a good example of cooperation between Exxon organizations to understand and apply technology for mutual benefit.

"What is important", said Mr. Levy, "is the process of technology transfer. Incorporating the right technology into the refinery has a substantial impact on profitability".

Transferencia di tecnologia ta importante pa mihor operacion di refineria

Pa un compania mantené desaroyo di su operacion e mester uza lo ultimo den tecnologia y e mester tin informacion disponibel di e ultimo descubrimentonan tecnico.

Ora cu tecnologia adecuado ta conbiná cu un maneho efectivo, dedicacion di empleado y un operacion eficiente, e ta resultá den un organizacion cu por competí den e mercado di negoshi.

Den pasado Lago tabatin un relacion hopi será cu Exxon Research and Engineering (ER&E), un organizacion di Exxon situá na Florham Park, New Jersey, cual ta provee tur afiliado di Exxon cu ayudo technico. ER&E tin un personal di ingenieronan y expertonan tecnico kendenan ta desaroyá proyectonan di capital grandi, provee ayudo den consulta tecnico y conducí programanan di estudio y desaroyo den ramo tecnico y di proceso cualnan ta necesario pa refinamento.

Tur afiliado di Exxon ta paga fondo pa financia R&D y Lago semper a purba di siña for di dje y tambe aplicá technologia nobo ora cu e bira disponibel. "Sinembargo, nos tabata investigá con pa probechá mas di e programa R&D", Bob Levy, Manager di Technical Department di Lago, a bisa. "Awor," ela agrega, "nos ta bai dal pasonan adicional pa nos tin sigur cu nos lo keda al tanto di tecnologia pa mehorá y haci nos operacionnan lo mihor posible." Esaki ta wordo lográ cu e programa di enlace tecnico cu ER&E, cual a wordo estableci durante mitat di 1982. Pa fin di anja, mas o menos ocho bishita di expertonan den diferente ramo tecnico di ER&E lo a wordo ricibi pa Lago bao di e programa aki. Normalmente kada bishita ta dura entre 2 pa 4 dia.

Na Augustus, por ehempel, un bishita a wordo establecí pa discutí un variedad di problemanan di material y frustu Lago tabata preocupa cu e efecto di e procesamento di petroleo Mexicano cu ta causa hopi frustiamento. Como resultado di e discusionnan durante e bishita di ER&E, a wordo poni na practica mihor tecnica pa predeci e cantidad di frustu. ER&E hunto cu Technical Department tambe lo rondia tecnicanan nobo pa midi e cantidad di frustu. "Riba tereno di frustiamento, nos a haya sa di metodonan nobo cu ta disponibel," Jerry Bailey, Division Superintendent di Operations Support Division di Technical Department, a bisa. "No solamente nos ta haya sa di tecnologia, pero nos ta haya sa tambe con e otro afiliadonan ta trata cu problemanan similar of kiko nan a logra den cierto areanan. Ta un bon oportunidad pa ingenieronan di Lago siña di tecnologia nobo y pa intercambia ideanan cu e bishitantenan. Ami ta kere cu e ta un programa beneficioso."

Como un otro ehempel, un bishita di enlace tocante "visbreaking" a duna oportunidad pa repasá e programa actual cu Lago tin pa aumenta severidad. Na e ocasion ey, a ser discuti e problemanan di sushamento riba tereno di "visbreaking fractionation." E discucionnan aki lo sirbi como ayuda den e siguiente planeamentonan di operacion y lo provee ideanan pa posibel cambionan den equipo.

Como cu e bishitanan di enlace ta cortico, frecuentemente ER&E mester sigi cu estudio y mas recomendacion. Por ehempel, durante un bishita di ER&E riba e topico di ingenieria mecánica, un problema di demasiado movimiento di tubo cu ta causa daño na e tuberia y por causa derrame di petroleo, a ser trecí padilanti. Pa enfrentá e problema ey, ER&E cu Technical Department hunto lo sigi cu un análisis di "Surge and Piping Response" di un tubo selectá promer cu nan recomendá un solucion.

"Basicamente nos lo traha estrechamento cu ER&E riba tur tereno," Jopi Croeze, Section Head di Mechanical Engineering Section di Project Engineering Division di Technical Department, a bisa.

Por ehempel, durante e bishita di enlace den ingenieria civil, a wordo dicidí pa Lago y ER&E traha hunto pa bin cu un método di inspectá deterioracion di un stack den operacion.

"Nos tabata tin hopi discucion util," Jopie a bisa. "E bishitanan aki ta beneficioso pa nos pasobra nos por hacinan conciente di nos problemanan y tambe nos por saca mas probecho di e programa R&D. E bishitanan ta beneficioso pa e bishitantenan mes tambe pasobra pa medio di e bishitanan nan mes ta wak e problemanan di refineria y nan ta bira mihor equipá pa conducí estudionan valioso pa asina aplica nan den nos refineria y otronan di Exxon."

E bishita di enlace aki no ta e unico metodo cu ta wordo uzá pa haya conocimiento tecnico, ya cu Lago tambe ta manda empleadonan local ER&E pa atende reunion, seminario, y sigi cursonan di entrenamento of traha riba proyectonan especial.

Fuera di ER&E, Lago ta uza otro sistemanan pa keda al tanto di tecnologia nobo, manera participacion den algun sub-comision di e Refining Technical Committee di Exxon U.S.A. Di acuerdo cu Sr. Levy, e sub-comisionnan aki tabata un bon muestra di cooperacion entre organizacionnan di Exxon pa comprondé y aplicá technologia pa beneficio mutuo.

"Locual ta importante," Sr. Levy a bisa, "ta e proceso di traslado di technologia. Incorporando e tecnologia correcto den refineria tin un impacto significante riba ganancia."

★??Does-Not!- ★Compute!??★

Almost every job here at Lago has its own challenges and is unique in one aspect or another. For the refinery operations to run smoothly deadlines have to be met, even though at times it may not be that easy if unforeseen events create havoc with all our plans and intentions. For instance, the printing plant staff has to get printed material out daily, turnarounds have to be completed on time, ships have to be loaded and sent to their destination with on-spec products without delays.

Other Lago employees, specifically the shiftworkers, have to work at night to keep the refinery running. And as long as "all goes well", they are oftentimes taken for granted, as are many of the not-so-well-known aspects of refinery operations.

Some few Controller's Department employees are shift workers, but even some who are not, often do have to work at night, particularly for month-end and year-end closings to meet their commitments. One commitment that particularly affects employees is that of issuing the paychecks on time. But at the beginning of this month, things did not go smoothly at all and this time, it took a high degree of commitment and a lot of team effort from Controller's employees to meet the deadline for paying employees on time and correctly.

"It was an exercise in working together. Everyone was doing what they knew best," said Clark Carter, Section Head of Computer Operations and Technical Services of Controller's - MCS.

It was a day before the paychecks had to be delivered to the banks that the main computer had, what is termed, a "critical component failure." This component had to be replaced before the checks could be produced. Under normal circumstances it would not have become a problem, because Lago has many resources ready to assist in case of emergencies.

This time it was a little different, because the deadline of the paychecks was approaching rapidly. Lago's resources in this case, IBM, The Aruba Government and Exxon affiliates were all contacted by MCS. IBM contacted its affiliates in Curaçao, Caracas and elsewhere, while Esso Inter America contributed by searching for a replacement part within Exxon.

"This was not only a case of Lago employees working together, but also of cooperation between companies," says Mike Ferriss, Lago's Controller. "All the parties contacted by MCS were willing to assist and gave their full cooperation." But as precious time passed, the computer component needed could not be located.

"We were trying to do two things," commented Clark. "We were looking for the part we needed, while at the same time looking for another alternative to process the checks." The other alternative was being developed at the same time by the Applications Development and Support Section of MCS. "We needed data converted from a tape file to disc in order to effectively use the working pieces of the computer here at Lago," explained Don Boley, Section Head of AD&S Section.

So when the first option seemingly failed, a plane was chartered to Curaçao at 7:30 p.m. on the night before the checks had to be delivered to the banks, to use Shell's computer system.

"Shell and Lago have a mutual agreement to cooperate fully when circumstances as these arise," said Charlie Lampe, Supervisor of Computer Operations, who headed the crew to Curaçao. Shell gave its full cooperation and at midnight they returned with the computer data transferred from a tape file to a disc file.

Above, loading the payroll master tape to the tape drive in the Main Computer Room is Michael Vos.
Below, Eddy Wever is entering operating instructions to the CRT to execute the payroll.

As happens often though, several solutions were found at the same time. While the crew was still in Curaçao, IBM managed to get a replacement part to Aruba. The computer was repaired. About an hour before the deadline the checks and exact amount of money due to employees were delivered to the banks.

"It was a challenging experience because we had to solve the problem within definite time constraints," said Clark. "When things are tough, people have the tendency to work together and be even more professional in their jobs."

It took immeasurable phonecalls and plenty of anxiety for MCS and Financial Accounting employees, but the completion of a job well-done was their reward.

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★??E-No!-Ta!-★Computa!??★

Casi tur trabow na Lago tin su desafionan propio y ta unico den un of otro aspecto. Pa un refineria sigi opera suavemente, e fin di plazonan mester wordo logra, maske cu tin vez esey no ta facil si occurencianan inesperá ruina tur nos plan y intencionnan. Por ehempel, e personal di Printing Plant mester saca material imprimí tur dia, turnaround mester wordo completá na tempo, barconan mester wordo cargá y mandá pa nan destino cu productonan on-spec sin tardanza.

Otro empleadonan di Lago, specificamente trahadornan di shift, mester traha anochi pa refineria sigi operá. Y mientras cu tur cos sigi bon, hende no ta tuma nota di nan, manera ta pasa tambe cu hopi otro aspectonan poco conocí di e operacion di refineria.

Algun empleadonan di Controller's Department ta trahador di shift, pero te hasta algun cu no ta traha shift frecuentemente mester traha anochi especialmente pa inventario di fin di luna y fin di aña, pa logra nan compromiso. Un compromiso cu ta afectá empleadonan en particular. ta entiegamento di paycheck na tempo. Pero na cuminzamento di e luna aki, cosnan no a bai dje bon cu mes y e biaha aki, ela requerí un grado mas halto di dedicacion y esfuerzo di un team di empleadonan di Controller's pa paga empleadonan e suma correcto y na tempo promer cu e fin di plazo. "E tabata un ehercicio den trahamento hunto Tur hende tabata haci locual nan sa mihor", Clark Carter, Section Head di Computer Operations y Technical Services di Controller's - MCS a bisa.

Tabata un dia promer cu e paycheck-nan mester a wordo entrega na banco cu e computer principal a haya locual ta ser yamá "fayo di un parti indispensabel". E parti aki mester a wordo cambiá pa e checknan por wordo trahá. Bao circumstancianan normal esey lo no a bira un problema, paobra Lago tin hopi instancianan clá pa asistí den caso di emergencia.

E biaha aki tahata un poco diferente, pasobra e fin di plazo pa e paycheck tabata acercando. E recursonan di Lago, den e caso aki IBM, Gobierno di Aruba, y afiliadonan di Exxon, a wordo acercá pa MCS.

IBM a tuma contacto cu su afiliadonan na Corsow, Caracas y otro caminda, mientras cu Esso Inter America a contribuí door di rondia e parti necesario den Exxon mes.

"Esaki no tabata solamente un caso di cooperacion entre empleadonan di Lago, sino tambe cooperacion entre companianan," Mike Ferriss, Controller di Lago a bisa. "Tur esnan cu kende MCS a tuma contacto tabata dispuesto pa yuda y a duna nan cooperacion completo." Pero mientras e tempo valioso tabata pasando, e parti necesario di e computer no por a wordo localizá.

"Nos tabata purba haci dos cos, " Clark a splica. "Nos tabata busca e parti cu nos tabatin mester, mientras cu tamhe nos tabata husca un otro alternativa pa procesa e checknan." Mientras tanto Applications Development and Support Section di MCS tabata desaroyá e otro alternativa "Nos mester a converti data di un tape file pa un disc pa asina nos por uza e piezanan di e computer na Lago cu sí tabata traha", Don Boley, Section Head di AD&S, a bisa.

The new white Christmas tree adorned with golden decorations situated in the G.O.B. lobby, contributed to the employees' happy feeling of Christmas.
Astrid Webb and Pat Every, executive secretaries, stopped by to admire it.

Ora cu e promer opcion a parce di faya, un aeroplano a wordo gecharter pa Corsow pa 7:30 p.m. riba e anochi promer cu e checknan mester a wordo entregá na banco, pa uza e sistema di computer di Shell.

"Shell y Lago tin un acuerdo mutuo pa coopera enteramente ora circumstancianan asina bin dilanti," Charlie Lampe, Supervisor di Computer Operations, kende a encabezá e grupo pa Corsow, a bisa. Shell a duna su cooperacion completo y pa mei di anochi nan a regresa cu e data di computer trasladá di un archivo di tape pa un archivo di disc.

Sinembargo, manera sa pasa hopi biaha, diferente solucion a ser hayá na e mesun tempo. Mientras cu e grupo tabata na Corsow ainda, IBM a logra di trece un parti di reemplazo Aruba. E computer a wordo drechá. Mas o menos un ora promer cu e fin di plazo a yega, e checknan y e cantidad exacto di placa a wordo hibá na banco.

"E tabata un experiencia desafiante pasobra nos mester a resolvé e problema bao di presion di tempo," Clark a bisa. "Ora cu asuntonan bira dificil, hende tin e tendencia di traha hunto y bira ainda mas profesional den nan trabow."

Un cantidad di yamada telelonico y hopi anciedad pa empleadonan di MCS y di Financial Accounting, tabata envolví den esaki, pero nan recompensa tabata e terminacion di un trabow bon hací.

FELIZ AÑA